

Menominee Indian Tribe of Wisconsin

Mission - The mission of the Omaeqnomenewak (People of the Wild Rice) is to promote, protect, and preserve our rights, resources, and culture by utilizing responsible leadership and judicious exercise of our sovereign powers.

Vision - We envision the Omaeqnomenewak (People of the Wild Rice) as strong, healthy, and proud nation living in accordance with its culture and beliefs, and processing the resources necessary to be successful in achieving our goals.



Value - As Omaeqnomenewak (People of the Wild Rice), we value our children, elders and each other, preserving our language, tradition, history and culture.

Annual Report 2020

***** Important Dates to Remember in 2021 *****

Tribe’s Annual Events			
Annual Events		Important Dates & Timelines	
Annual General Council Meeting		CANCELLED (COVID-19 Precautions)	
Main Tribal Elections	Neopit	Wednesday, January 13, 2021	
	Keshena	Thursday, January 14, 2021	
Annual Swearing-In Ceremony		Tuesday, February 9, 2021	
Menominee Indian High School Graduation		TBD (COVID-19 Precautions)	
Memorial Day Parade		TBD (COVID-19 Precautions)	
Menominee Nation Contest Pow-wow		TBD (COVID-19 Precautions)	
Holidays Observed by the Tribe			
Holiday	Date	Holiday	Date
New Year’s Day	Friday Jan. 1, 2021	Veterans Day	Thursday Nov. 11, 2021
Martin Luther King Jr. Day	Monday Jan. 18, 2021	Thanksgiving Day	Thursday Nov. 25, 2021
President’s Day	Monday Feb. 15, 2021	Day After Thanksgiving	Friday Nov. 26, 2021
Good Friday	Friday Apr. 2, 2021	Restoration Day	Wednesday Dec. 22, 2021
Memorial Day	Monday May 31, 2021	Christmas Eve	Thursday Dec. 23, 2021
Independence Day	Monday Jul. 5, 2021	Christmas Day	Friday Dec. 24, 2021
Labor Day	Monday Sep. 6, 2021	New Year’s Eve	Thursday Dec. 30, 2021
Indigenous People’s Day	Monday Oct. 11, 2021	New Year’s Day	Friday Dec. 31, 2021



MENOMINEE INDIAN TRIBE OF WISCONSIN

Department of Administration

P.O. Box 910

Keshena, WI 54135-0910

December 18, 2020

Dear Members of the Menominee Indian Tribe of Wisconsin:

On behalf of the Menominee Tribal Legislature, the staff of Tribal Administration and our more than 800 employees of Menominee Tribal Government are happy to submit the Fiscal Year 2020 Annual Report.

This report covers the activities of Tribal Government for the period October 1, 2019 through September 30, 2020. Throughout the year, our employees responded with bravery and professionalism to a global pandemic that forced all of us to think differently about how to safely and effectively deliver needed services in our communities. We quickly transformed all of Tribal Government including our meetings, IT systems, business processes, building security, and communication systems to a "telework" environment. This helped promote social distancing and prevent the spread of the COVID-19 virus. The efforts of our employees this year were nothing short of amazing and though many buildings were off limits to the public and our employees, the services of government continued with few interruptions.

Despite the COVID-19 pandemic many big things were accomplished in FY2020. Our Family Services Department assumed full responsibility for Child Protective Services from Menominee County Human Services – completing yet another goal set by the leaders of Menominee Restoration. The Tribe continued efforts whenever possible to purchase our land back from private owners within the boundaries of the reservation and place it in trust, as allowed by the Menominee Restoration Act. We celebrated together the "virtual ground breaking" for our long awaited 72,000 square foot Family and Community Engagement Center that will open in September of 2021, and we wait with excitement for our Standing Pines Convenience Store, Bay Bank Branch, and Car Wash to open in early 2021.

It is our hope that the activities and successes of Menominee Tribal Government in Fiscal Year 2020 give you confidence that our tribal departments and programs are in good hands. I can assure you that every employee of Tribal Government that I have the privilege to lead is committed to keeping our beautiful Menominee Reservation and our many resources strong and healthy for all of you, for our children, and grandchildren.

Waewaenen,

MENOMINEE INDIAN TRIBE OF WISCONSIN

A handwritten signature in black ink, appearing to read "Jonathan K. Wilber", is written over a horizontal line.

Jonathan K. Wilber, MBA
Tribal Administrator

Table of Contents

Tribal Legislature Directory	5
Committees of the Legislature.....	6
Legislative Joint Committees and Boards	7
Community Committees.....	8
Administration.....	9
Aging and Long-Term Care.....	16
Agriculture and Food Systems.....	26
Child Support	28
Clinic	30
College of Menominee Nation	74
Community Development & Tribal Utilities	86
Community Resources	90
Conservation	96
Early Childhood Services	100
Education	107
Election Commission	110
Emergency Management	112
Enrollment / Licensing and Permit	113
Environmental Services	114
Facilities.....	115
Family Services	116
Food Distribution.....	118
Gaming Commission	121
Historic Preservation/Logging Museum	123
Housing.....	126
Human Resources	130
Information Technology.....	133
Insurance	134
Internal Audit.....	137
Judiciary	139
Language and Culture	141
Law Enforcement	142

Legal Services.....	148
Lending & Tribal Tax.....	150
Maehnowesekiyah Wellness Center	152
Menominee Nation News	156
Operation of Tribal Government.....	159
Oskeh-Waepeqtah (DV Shelter)	161
Probation/Parole	161
Prosecutor’s Office	163
Public Defender Office	164
Transit Services.....	166
Tribal Detention Center	171
Tribal School	173
Youth Services.....	174
Appendix A: Financial Report	176
Appendix B: Investments	185
Appendix C: Administrative Flowchart	189
Appendix D: Committee Flowchart	190
Appendix E: COVID-19 Incident Command Team	191

Tribal Legislature Directory

JOAN DELABREAU Chairwoman PO BOX 282 KESHENA, WI 54135 jodelabreau@mitw.org	TERM-21	(715)799-5114 - WORK (715)853-8903 - CELL (715)701-1037 - CELL
DOUGLAS COX Vice-Chairman PO BOX 1301 KESHENA, WI 54135 dgcox@mitw.org	TERM-22	(715)799-6152 - WORK (715)853-5377 - CELL
PERSHING "SPORT" FRECHETTE Secretary PO BOX 325 NEOPIT, WI 54150 pfrechette@mitw.org	TERM-22	(715)756-2260 - HOME (715)853-1979 - CELL (715)756-2311 - WORK EXT. 1151
RON WAUKAU PO BOX 104 NEOPIT, WI 54150 rwaukau@mitw.org	TERM-23	(715)853-6083 - CELL
RON CORN SR. W661 RED WING WAY KESHENA, WI 54135 ronco30204@gmail.com	TERM-20	(715)799-3755 - HOME (715)851-3500 - CELL (715)756-2439 - WORK
GENA KAKKAK PO BOX 196 KESHENA, WI 54135 gkakkak@mitw.org	TERM-23	(715)853-6019 - CELL
GARY BESAW W1541 BRAVE ISLAND CIRCLE KESHENA, WI 54135 gbesaw@mitw.org	TERM-21	(920)618-4638 - CELL (715)994-1374 - WORK
MYRNA WARRINGTON P.O. BOX 244 KESHENA, WI 54135 mwarrington@menominee.edu	TERM-21	(715)799-5600 - WORK (715)851-0607 - CELL
GUNNAR PETERS PO BOX 1113 KESHENA, WI 54135 gupeters@mitw.org	TERM-22	(715)853-5514 - CELL (715)799-5114 - WORK EXT. 1267

Committees of the Legislature

Budget & Finance:

- Gunnar Peters, Chairperson
- Ron Corn Sr., Legislator
- Gary Besaw, Legislator
- Jonathan Wilber, Administration
- Justin Lepscier, Finance
- Nicole Fish, Lending & Tribal Tax
- Kim Oshkeshequoam, Community Member
- Jamie Smith, Community Member

Labor, Education & Training:

- Doug Cox, Chairperson
- Gena Kakkak, Legislator
- Shannon Chapman, Tribal Education
- Lori Corn, Tribal School
- Rosemarie James, Early Childhood Services
- LuAnn Warrington, CRC
- Michael Waupoose, Youth Services
- Drew Lacefield, Community Member
- Darryl Pyawasay, Community Member

Governmental Affairs:

- Gunnar Peters, Chairperson
- Gary Besaw, Legislator
- Sheena Waupoose, IT
- Jonathan Wilber, Administration
- Vacant, Human Resources
- Justin Lepscier, Finance
- Jamie Smith, Community Member
- Sylvia Wilber, Community Member

Enforcement & Resource Protection:

- Pershing Frechette, Chairperson
- Ron Waukau, Legislator
- Richard Nacotee, Tribal Police
- Sharon Graham, Prosecutor's Office
- Jeremy Pyatskowit, Environmental Services
- Maniyan Pyawasay, Conservation
- Jerrit O'Kimosh, Detention Program
- Diana Taubel, Probation & Parole
- Samantha Pecore, Community Member
- John M. LaTender, Community Member

Health & Family Services:

- Myrna Warrington, Chairperson
- Gena Kakkak, Legislator
- Mary James, Social Services
- Darla Dick - Maehnowesekiyah
- Jerry Waukau, Clinic
- Lynette Maskewit, Aging Division
- Drew Lacefield, Community Member
- Geradette Richmond, Community Member

Community Development:

- Doug Cox, Chairperson
- Ron Corn Sr., Legislator
- Crystal Chapman-Chevalier, Community Development
- Gary Pyawasay, Transportation
- David Grignon, Historic Preservation
- Jeremy Pyatskowit, Environmental Services
- Wayne Wilber, Housing
- Vacant, Land Management
- Dale Kakkak, Community Member
- Darryl Pyawasay, Community Member

Agriculture & Forestry:

- Doug Cox, Chairperson
- Ron Waukau, Legislator
- Maniyan Pyawasay, Conservation
- Jeremy Pyatskowit, Environmental Services
- David Grignon, Historic Preservation
- Gary Besaw, Agriculture & Food Systems
- Darryl Pyawasay, Community Member
- John M. LaTender, Community Member

Housing:

- Pershing Frechette, Chairperson
- Gena Kakkak, Legislator
- Marlin Waupoose, Utilities
- Kim Komanekin, Land Use/Com Dev
- Wayne Wilber, Housing
- Colleen Connahvichnah, Community Member
- Dale Kakkak, Community Member

Legislative Joint Committees and Boards

Wolf River Development Company:

- Pershing Frechette
- Ron Corn Sr.

Use of Force Committee:

- Pershing Frechette

WI Reintegration Program:

- Myrna Warrington

Menominee Indian Gaming Authority:

- Gary Besaw - Chairperson
- Doug Cox

Chapter 170 Appeals Board:

- Joan Delabreau - Chairperson
- Ron Waukau – Alternate

Tribal/State Relations:

- Gary Besaw – Representative

UW-Extension:

- Gunnar Peters

Constitutional Task Force:

- Doug Cox - Chairperson
- Gary Besaw - Legislator
- Ronald Waukau - Legislator
- Guy Reiter – Community Member
- Randal Chevalier – Com. Member
- Jerri O’Kimosh – Com. Member

Menominee Kenosha Gaming Authority:

- Gary Besaw - Chairperson
- Doug Cox
- Ron Corn Sr.

Commission on Aging:

- Myrna Warrington

Environmental Task Force:

- Doug Cox - Chairperson
- Pershing Frechette
- Gunnar Peters

INMED Advisory Council:

- Myrna Warrington

MISD IPP Advisory Committee:

- Myrna Warrington

Chapter 306: Drugs Task Force:

- Gunnar Peters - Chairperson
- Myrna Warrington – Legislator
- Gena Kakkak - Legislator
- Rachel Fernandez – Community Member
- Drew Lacefield – Community Member
- Annette Westphal – Administration
- Scott Wilson – Prosecutor
- Richard Nacotee – Tribal Police
- Darla Dick – Maehnowesekiyah
- Danica Zawieja – Legal Services
- Housing – Shane Dixon

MTL/MTE Taskforce:

- Joan Delabreau - Chairperson
- Pershing Frechette - MTL
- Ron Waukau – MTL
- Ron Corn Sr. – MTL
- Doug Cox – MTL Alternate
- Duane Waukau -- MTE
- John Awonohopay – MTE
- Clifford Kaquatosh – MTE
- Alex “Chum” Peters – MT

Community Committees



Middle Village:

- Ron Corn Sr. - Chairperson
- Gunnar Peters
- Ron Waukau

Zoar:

- Gary Besaw - Chairperson
- Myrna Warrington
- Gena Kakkak

Neopit:

- Ron Waukau - Chairperson
- Pershing Frechette
- Ron Corn Sr.

Milwaukee/Chicago:

- Joan Delabreau - Chairperson
- Doug Cox
- Pershing Frechette

South Branch:

- Gena Kakkak - Chairperson
- Myrna Warrington
- Doug Cox

Keshena:

- Gunnar Peters - Chairperson
- Doug Cox
- Gary Besaw

Administration

Jonathan Wilber, Tribal Administrator
Annette Westphal, Assistant Administrator

It is the mission of Tribal Administration to:

- *Promote and maintain a positive and cooperative working environment among all tribal programs and departments*
- *Ensure that tribal members are able to access the services they need, when they need them, without unnecessary barriers*
- *Lead by example with professionalism, timeliness, friendliness and follow through*

Responding to the COVID-19 Pandemic: Tribal Government and its many departments and programs adapted quickly to the COVID-19 pandemic this year. The primary aim was to make certain that the work of Tribal Government would continue as government and commerce around the globe temporarily closed to stop the spread of the coronavirus. The Menominee Tribal Legislature passed an Emergency Declaration in mid-March of 2020 establishing an Incident Command Team to lead the Tribe's Response.

By the end of the fiscal year, Tribal employees worked diligently to adjust to three closures of Tribal facilities and transition to a telework model for most employees. This was a major accomplishment for the organization because we were not designed for telework. Tribal Administration worked with Program Directors to identify essential staff in each department who would report in person, and equipped other employees with IT equipment to allow remote access to the Tribe's secure IT systems. The transition required a significant investment in IT hardware, IT security, and business process re-engineering to make certain the needs of tribal members could be met as quickly as possible.

While Tribal members did report complaints about service, most of those complaints were impatience with telephone calls not being answered when members called departments. The goal of the Tribe's Incident Command Team to keep people distanced from each other made the goal to deliver prompt response to members a challenge. Tribal Administration worked hard to communicate with the community on ways to transact business with departments during closure. We are confident that all life safety, public safety, and social service needs of the community were met during the protracted closures of tribal facilities.

The adaptation to a telework model will be a benefit to the community and will hopefully allow Tribal Government to transition to telework during inclement weather events rather than closing government altogether.

The staff in Tribal Administration led many projects initiated by the Tribal Legislature in responding to COVID-19 including:

- Charter/Spectrum Fiber Network Expansion to Zoar, South Branch, HWY 55, West Branch, East Line Road, Fair Grounds Road, South East Bass Lake, and other remote areas.
- Propane Assistance to more than 300 tribal elders 65 and older who live on the Reservation
- Trailer Courts Improvement Project
- Isolation Home Purchases and Coordination
- Firewood for Elders Projects
- Abandoned Property Clean Up.

In addition to the grants listed below that were written and received during FY2020 Tribal departments were also awarded over \$35 million dollars to assist with its COVID-19 response.

COVID-19 Funding Received		
Federal DHHS Family First Title VI	Aging	\$47,470
GLITC	Administration	\$88,400
I.H.S.	Clinic	\$2,107,079
Federal Children & Families	Early Childhood Services	\$221,996
Federal Transit Administration	Transit	\$1,205,147
I.H.S.	Maehnowesekiyah	\$78,604
BIA	Administration	\$1,750,446
Federal DHHS CARES Title VI	Aging	\$88,920
GWAAR Family First Title III	Aging	\$25,301
Child Welfare Services	Family Services	\$5,654
State DHS	Clinic	\$1,500
SAMSHA	Youth Services	\$97,402
GLITC	Emergency Management	\$43,000
No Kid Hungry	Early Childhood Services	\$30,000
CDC Supporting Public Health	Administration	\$108,729
CARES Act Funding	Chairperson	\$10,499,819
COVID M&I & Equipment Funds	Clinic	\$375,239
CARES Act Funding	Clinic	\$17,549
Battered Women's Shelters	DV Shelter	\$31,665
Promoting Safe & Stable Families	Youth Services	\$77,145
CARES Act Title III Supportive Services	Aging	\$13,154
CARES Act Title III HDM	Aging	\$66,424
CARES Act Title III NFCSP	Aging	\$1,954
COVID M&I & Equipment Funds	Maehnowesekiyah	\$108,876
HHS Stimulus Funding	Clinic	\$1,696,199
CARES COVID-19 Testing	EM/Clinic	\$145,420
COVID-19 Public Health Agency	Emergency Management	\$30,031
CARES Act Tribal ADRS funding	Community Resources	\$5,000
CARES Act Funding	Chairperson	\$7,981,796
CARES Act Funding	Chairperson	\$2,520,567
GEER Funding	Tribal School	\$192,700
CSBG Funding	Aging	\$44,239
CDC Supporting Public Health	Administration	\$169,920
CARES Act Funding	Tribal School	\$450,080
Welfare Assistance Funds	CRC and Insurance	\$98,419
I.H.S. CARES Act Funding	Com Dev/Utilities	\$51,110
COVID-19 Response Fund	Aging	\$5,000
COVID-19 One-time Funds	Early Childhood Services	\$215,008
IHBG CARES Funding	Housing	\$870,045
CARES Act Funding	Food Distribution	\$70,658
COVID Testing & PPPHCEA Funds	Tribal Clinic	\$1,998,422
Wisconsin Road to Recovery	Chairperson	\$1,000,000
CARES-COVID-19 Funds	Tribal Clinic	\$11,500
CARES Act Funding	Facilities O&M	\$5,000
CARES Act Funding	Utilities	\$10,963
Tribal Response to COVID-19	Administration	\$299,811
Total Awarded		\$35,053,360

Creating a Tribal Archive: In 2019, the Menominee Tribal Legislature approved the creation of a Tribal Archivist position to catalog, digitize, and make available historic documents and records of Menominee Tribal Government. The position is housed in Tribal Administration and paid for using Indirect Cost funds.

This year the Tribal Archivist participated in networking and professional development with the Tribal Digital Stewardship Program. The program was offered by the Center for Digital Scholarship and Curation at Washington State University. Through the program, the Tribal Archivist developed a Digital Stewardship Lifecycle model. The model includes technical steps in how to begin and complete the process of creating, preserving, and sharing digital collections while implementing cultural checks that prioritize community needs and values. The Digital Stewardship Lifecycle is used daily in the processing of archival materials and has selected 100 documents for digitization in 2021. A collaborative curation model was also developed to outline the steps in facilitating digital return of archival materials with external institutions, such as the National Archives and Records Administration, the Smithsonian Institution, and American Philosophical Society. In 2020 the Tribal Archives was able to obtain over 200 digitized items from the Menominee Treaty Collection from the National Archives and the Bloomfield Papers from the National Anthropological Archives. A second collaborative curation model was developed for facilitating community partnerships with departments that actively use archival materials, such as Historic Preservation and the Menominee Language and Culture Commission.

Training in Mukurtu and an accompanying practice site was also received in the program. Unlike PastPerfect, which the Tribal Archives uses to manage the cataloging of all archival collections, donor files, and preservation reports; Mukurtu is a user friendly, free open source platform dedicated to sharing curated digital collections assigned with cultural protocols. The cultural protocols allow for different levels of access to materials that can be tailored according to the Tribe's needs. This means that a department, committee, or working group could have their own password protected community with collections of essential archival documents. Mukurtu also has the potential to create educational communities for instructors to enhance curriculum with archival materials or develop a language community utilizing the dictionary feature. Because the practice site is not live, the Tribal Archives, Historic Preservation, and Menominee Language and Culture Commission can test out Mukurtu until 2022. This allows for time for research, implementation, and sustainability. Mukurtu can provide solutions to accessing archival and other cultural heritage collections remotely and securely for the community.

New Directors of Tribal Programs

During Fiscal Year 2020, Tribal Government welcomed the following individuals who were hired as Directors:

Nicole Fish, Lending and Tribal Tax on January 6, 2020

Maniyan Pyawasay, Conservation on January 6, 2020

Gary Pyawasay, Transportation on February 3, 2020

Meah Hesse, Early Childhood Services on March 9, 2020

Family and Community Engagement Center Construction Begins: The Tribe took another substantial and visible step in fiscal year 2020 to demonstrate its commitment to the Tribe's Mission, Vision, and Values by starting the construction of a new 70,000 square foot Family and Community Engagement Center. The groundbreaking ceremony was held on Wednesday, July 15, 2020 for the new home of the Tribe's Youth Services Department and the headquarters of community engagement activities.

Since the 1980s, the Tribe's now retired Recreation Director, Duane "Buckle" Waukau dreamed of a facility with indoor and outdoor spaces large enough to provide space for multiple simultaneous events to engage youth. Indoor space for winter youth activities was a particular challenge for Waukau and now for Michael Waupoose, the Director of Youth Services. In 2015, the Menominee Tribal Legislature adopted a Legislative Goal directing the Tribal Administrator to solve that challenge. Since then, community members from all reservation communities, tribal youth, community organizations, and tribal programs have worked diligently to develop and finalize plans.

Menominee Tribal Chairwoman Joan Delabreau stated, "The start of construction on this 70,000 square foot \$16 million dollar facility underscores the long standing commitment to build a culture of health. This investment of tribal resources in families and youth will give the programs of tribal government and the many community organizations on the reservation a home base to gather, celebrate, and engage."

Scheduled for completion in August of 2021, the building includes two NCAA regulation size basketball courts that can be broken down into four smaller courts for basketball, volleyball, soccer, batting cages, and more. Bleacher seating for 800 combined with additional floor seating provides the Menominee Reservation with its largest indoor facility for sporting events, pow-wows, and other celebrations. An indoor walking track, state of the art fitness center, meeting space, fitness rooms, a new home for the Menominee Indian Boxing Club, Youth recreation rooms, and offices for the Youth Services department make the building a central activity hub for community members of all ages.

Construction of the facility will occur between Library Road and Go Around Road near the current tribal recreation center and the existing baseball diamond in Keshena, Wisconsin.





CHAPTER 278: CHILDRENS CODE TOOK EFFECT ON JUNE 1, 2020

June 1, 2020 was a historic day for the Menominee Indian Tribe. On that date, the Tribe's Children's Code, an idea for more than 40 years became effective on the Menominee Indian Reservation and in

Menominee County. Prior to the Children's Code - child protection on the Reservation was governed under a tribal law that was very similar to the State of Wisconsin's Chapter 48. The work was managed by Menominee County Human Services through an intergovernmental agreement between the Tribe and Menominee County.

That model had outgrown its effectiveness and the Tribe worked hard with previous leadership at Menominee County Human Services, the Tribal Community, Tribal Elders, and Tribal Programs to write a Menominee specific code for child protection. The Children's Code serves as the primary guiding law for all departments who work with Menominee children. Work under the code is led by the Family Services Department (formerly Tribal Social Services) and the Youth Services Department.

The Code's purpose is memorialized in Tribal Law as follows: § 278-1 Purpose. The purpose of this Children's Code is to protect the children in the Menominee Tribal community. All departments, employees, volunteers and agents of the Tribe shall, first and foremost, strive to protect children and to create systems and structures that preserve opportunities for children to learn about their unique culture and heritage and to become productive members of the Menominee Tribal community. The Children's Code is a family-centered approach that places family as the primary source for understanding the needs and challenges of the child, with the belief that the child is best served in the context of families and that families are best served in the context of their community. Working with families to keep the child in the home or with relative care whenever safe and possible is best practice for child welfare, the family, and the community. The Menominee Tribe's Children's Code shall be liberally interpreted and construed to fulfill the following purposes:

- A. To recognize and reaffirm the duty of a parent and/or guardian to provide for the safety, welfare, and guidance of their children;
- B. To preserve and restore the harmony and unity of the family by ensuring access to the mental and physical care and protection of the children and families which come within the jurisdiction of the Menominee Tribe;
- C. To protect children by taking actions and offering programs as may be proper and necessary to prevent delinquency, incorrigibility, truancy, neglect and abuse;
- D. To achieve the purposes of the Menominee Tribe Children's Code in a family environment whenever possible, separating the child from parents and extended family only when necessary for the child's welfare or safety, or in the interest of public safety;
- E. To facilitate the participation of children and family members into appropriate culturally relevant treatment, rehabilitation and aftercare;
- F. To seek out culturally appropriate methods for prevention, intervention and treatment of family disharmony;
- G. To ensure fundamental fairness consistent with the Children's Code, the Constitution and Bylaws of the Menominee Indian Tribe, the Menominee Tribe's Bill of Rights and other statutory provisions for every individual who comes within the jurisdiction of the Menominee Tribal Courts;
- H. To facilitate the purposes of the Menominee Tribe Children's Code through coordination, collaboration, and networking with other governments, agencies, and entities responsible for carrying out provisions of this chapter;
- I. To provide consistent, trauma-informed response through the Menominee Tribe Children's Code by

the Menominee Police Department, Menominee Tribal Prosecutors, Menominee Family Services Department and the Menominee Tribal Court;

- J. To provide and clarify the roles, responsibilities, and duties for all departments and agencies providing help and services to our families. The Menominee Tribal Police Department, Crime Victims Program, Menominee Tribal Prosecutor's Office, Menominee Tribal Court, Menominee Tribal Clinic, Maehnowesekiyah, Menominee Tribal Family Services, local schools, and any other agencies involved with families under the jurisdiction of this chapter shall all cooperate with each other to ensure through the best efforts possible that families maintain their rights and receive the services and help outlined in this chapter;
- K. To preserve and restore the harmony and unity of the family by providing for the safety, well-being and protection of children and families, which come within the jurisdiction of the Menominee Tribe pursuant to this chapter and established policies and procedures;
- L. Every child is a gift from the Creator and is crucial to the future of the Tribe as a whole. Valuing and protecting children is essential to our belief system. It ensures the future of the Tribe and our ability to continue as a viable cultural entity; and
- M. To protect the fundamental liberty interest that parents have in the care and custody of their children.

GRANT ACTIVITY

Fiscal Year 2020

Months	# Submitted	Awarded Amounts	
			# of Awards
10/1/19	4	\$ 599,170	3
11/1/19	5	\$ -	1
12/1/19	5	\$ 423,916	4
1/1/20	4	\$ 1,473,015	26
2/1/20	6	\$ -	0
3/1/20	4	\$ 932,402	6
4/1/20	11	\$ 63,871	4
5/1/20	17	\$ 359,740	4
6/1/20	10	\$ 2,029,400	10
7/1/20	9	\$ 812,873	6
8/1/20	9	\$ 1,379,361	3
9/1/20	2	\$ 1,133,772	9
Ytd Totals	<u>86</u>	<u>\$ 9,207,520</u>	<u>76</u>

Fiscal Year 2019

Months		Awarded Amounts	
	# Submitted		# of Awards
10/1/18	3	\$ 1,186,974	8
11/1/18	3	\$ 426,796	4
12/1/18	4	\$ 472,164	3
1/1/19	3	\$ 146,566	2
2/1/19	7	\$ 47,515	1
3/1/19	12	\$ 70,936	4
4/1/19	7	\$ 537,662	5
5/1/19	8	\$ 74,833	3
6/1/19	8	\$ 438,445	4
7/1/19	9	\$ 252,073	6
8/1/19	7	\$ 2,688,906	9
9/1/19	9	\$ 3,938,110	13
Ytd Totals	80	\$ 10,280,980	62

Aging and Long-Term Care

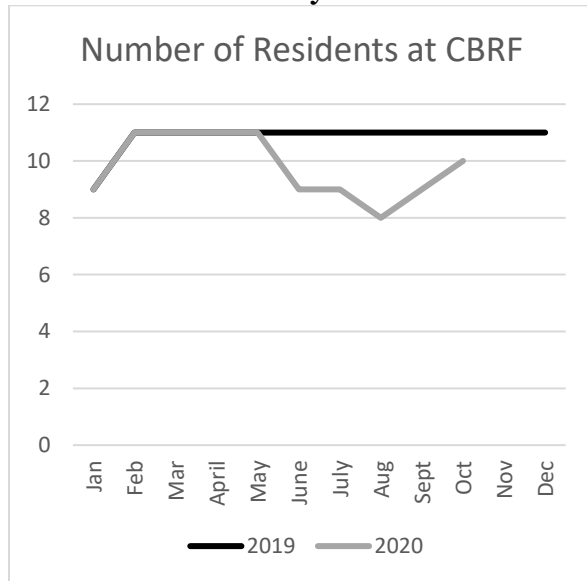
Ericka Kowalkowski, Director

Department of Aging, Long Term Care, Wolf River CBRF, and Senior Centers

Our Aging and Long Term Care department's over all mission is to respect and honor the traditions of our elders by providing services that promote independent living and enhance quality of life. In this division of services, the director is under the direct supervision of Tribal Administration and oversees the vast array of programs and services for the elders and reports to the Health and Family Committee. The Commission on Aging acts in an advisory capacity whose members serve to represent the views, interests, and concerns of the elder population. In addition, a Nutrition Advisory Committee is a separate advising body that provides input on matters related to the delivery of nutrition and nutritional supportive services.

Our department has been very busy in FY20. We collaborate with many entities throughout the reservation to promote healthy living and protect the health and safety of those we serve. It is this collaboration that will make us successful as a community. Each year we improve different aspects of our program so that we can expand the services that provide. The COVID pandemic has definitely affected the way we do business. We have creatively modified our processes to deliver our services virtually instead of in person. The population that we serve is very vulnerable during this time and it is very important that we do what we can to keep them safe.

Wolf River Community Based Residential Facility (CBRF)



The CBRF's mission is threefold: to provide a safe, secure and comfortable home-like atmosphere for our elderly residents. To maintain and encourage the highest possible level of independence that is consistent with each resident's ability. To provide a level of assistance with activities of daily living that will optimize each resident's physical and mental well-being.

Wolf River CBRF's goal is to fulfill the needs of individuals 60 and older, with or without dementia, who are still relatively independent, but require some assistance and support with the activities of daily living, through a loving, caring, safe and secure environment. We will provide a level of care consistent with the residents' needs and abilities to maintain his or her highest-level of functioning, maximize his or her strengths, maintain or increase independence, and minimize decline. We will treat our elders with dignity and respect their rights as residents. We are dedicated to employing staff who are compassionate, qualified and with a desire to serve the elderly.

The Wolf River CBRF is licensed through the State of Wisconsin and regulated by the Wisconsin Administrative Code DHS 83. The CBRF receives funding from the following sources: Tribal funding, resident income contributions, the Tribal clinic and through Federal reimbursement for residents who qualify for the Third party agreement. The CBRF administrator oversees the overall function of the facility, a registered nurse who supervises all medical needs, certified nurse aides who provide assistance with the Activities of Daily Living such as bathing, personal hygiene, dressing, eating, and toileting. Two cooks assist with the cooking, a maintenance worker, and shared staff with the Department of Aging and Long Term Care including the director and administrative staff.

While using DHS 83 as a guideline, the staff put many months of hard work into creating policies, providing required training, scheduling residents' health maintenance appointments, facility modifications, and ensuring there was proper documentation and follow through.

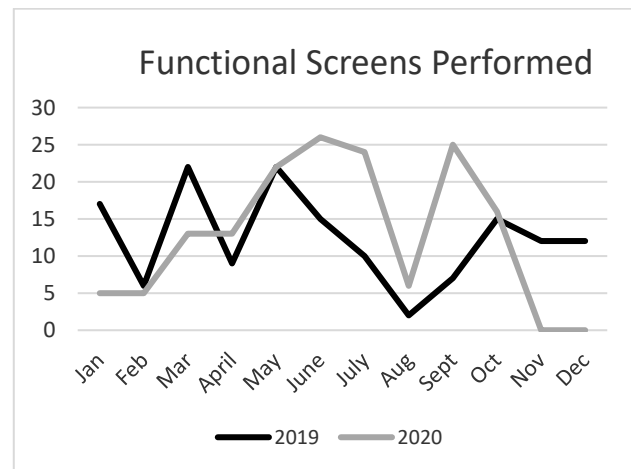
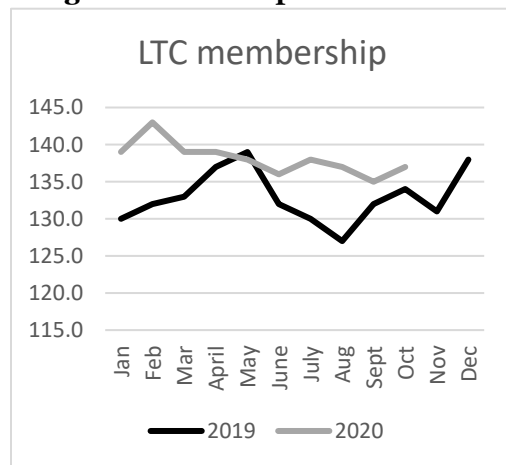
Since March 2020, We have prepared our facility and staff to take all measures possible to keep our residents safe and prevent infection and spread of the COVID virus. We have replaced the boiler system, hot water heaters, and furnaces in the facility. This will allow better air circulation and consistent hot water to continue to disinfect the facility. We also replaced the old flooring that was cracked and raised which posed trip hazards with vinyl planks that will withstand our daily disinfecting. We have followed the strict guidelines of the CDC, and DHS to prevent infections with in the facility. We definitely realize that it is difficult on family members to not be able to have contact with their loved ones so we have made accommodations with options for window visits and the use of iPads to have that virtual up close contact with them. Due to how contagious this virus is, we can't take chances with it spreading throughout the

facility. It would be devastating to our vulnerable residents. The volume of residents varied throughout the year due to the closures associated with the pandemic. The year began with 11 and ended with 9 residents. Since the flooring project is now completed, we will be continuing with the final 2 admissions to the facility. In addition to personal care services, each resident has a private room and receives services that include medication management, organization and scheduling of medical, dental and optometry, scheduling and transportation to appointments, meals and snacks, planned activities and outings, and housekeeping and laundry service.

In 2020, staff assisted residents in participation in many activities throughout the year. They include, ice cream socials, entertainment by Wade Fernandez, Music by Vicky, and Carrie Frechette among others, in person and virtual exercise classes, bingo, shopping trips, bus rides and picnics, a trip to Navarino Nature Center. The residents also enjoyed growing vegetables in the raised garden bed. To prevent social isolation, we installed a 65 inch smart screen which we have used to take virtual museum and zoo tours along with endless options for virtual programs and activities. The residents love the exercise programs. We also purchased multiple new games and activities that the residents can do while social distancing and following proper safety precautions. Once the pandemic is over we will be able to hold activities that community members will be able to join our residents in.

Respite services are also available for community members. The goal of Respite Care is to provide temporary placement for no more than 28 consecutive days for care, treatment, or services so that the primary caregiver can have a break from their caregiving duties. When there is available access, this program is a fee-for-service that provides an affordable alternative for elderly persons who may require some assistance while their primary caregiver is away from the home during the day or otherwise unavailable to provide care. Unlike the Adult Day Services, elders participating in Respite Care remain at the facility around the clock during their stay. The rate for these services is based on the elder's income and participating persons must be age 60 or over. For both services, a screening assessment is completed to determine if the services will meet the elder's needs.

Long Term Care Department



Home and Community Based Services (HCBS)

The Tribe through the Department Long Term Care, converted their Community Based waiver program to Family Care in 2018. This allowed us to provide critically needed services to Tribal members in their own homes and community. The Family Care model allows the Tribe to provide long-term care services to functionally and financially eligible individuals in the community, thereby creating an important alternative to institutional care. An individual must be both functionally and financially eligible to participate in the program and the program currently serves the frail elder population age 65 and over, and the physically and disabled population age 18 and over.

The Long-Term Care Manager and Director serve on a Long Term Care Study Workgroup along with the Department of Health Services and representatives from the other Tribes within the state. The work of

the group is focused on laying the groundwork for other tribes to use Menominee as a model when setting up their fees for services provided.

Case Management

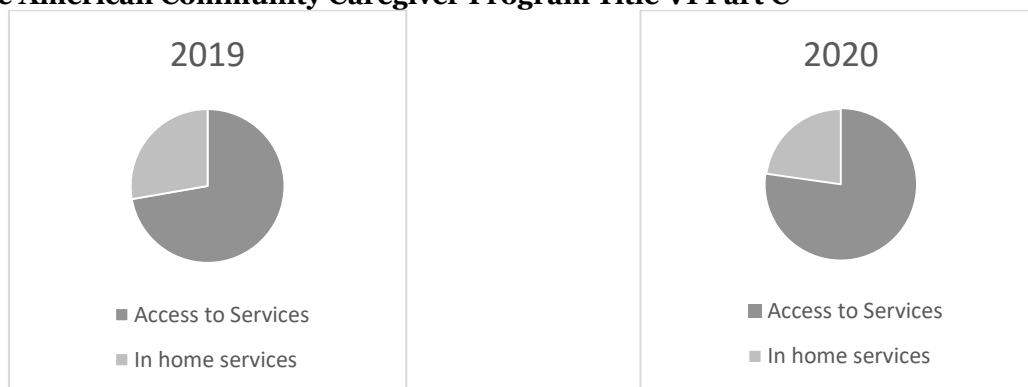
The Department of Aging and Long Term Care is unique among other county or Tribal aging units statewide as the Menominee Tribe administers the only Tribal Aging Unit in the State. The Tribe is managing our Tribal members of the program. We completed our transition of fiscal agents that will be able to better support our members. We authorize representative payee functions for those members that request it. We began the FY20 with 130 participants in the program and ended with 135. Each year we strive to increase our membership and participation by 3-5% in our program. This balance is based on staffing due to caseloads of each case manager that ensures the health and safety of the community members. Our case management team currently consists of 12 staff. The team consists of the Long-Term Care Program Manager, Functional Screener, 5 Case Managers, 3 RN's, an Office Assistant and a NICOA worker. Each team member cares deeply for the community members that we serve, which contributes to strength of our program. This department has been evolving through many critical growth transitions which has been stressful with the added threat of the pandemic. By following the recommendations of DHS and Incident Command, this team made all of necessary modifications to convert all of their work to remote and virtual. The Long term care team were deemed essential and continued working and providing all of their services throughout the pandemic except for entering the homes of the participants. We do not want to contribute to the exposure of the community members or staff, to the virus. There is no greater cultural competence than a Tribe caring for its own community rather than Tribal members needing to go to search out services with an outside agency. Economic stability is created in our community when our members' families can get paid for the care that they are giving their family members. Generally, every eligible Family Care member has at least one supportive home care worker. Tribal departments that provide the same Medicaid allowable and billable services can be reimbursed for those services provided to eligible members thereby stretching their department funds to serve additional persons.

Title VI and Title III Grants

The use of Title VI funds is directed toward Native Americans age 55 and over, and Title III funding is provided for individuals who are age 60 and older in accordance with the Older Americans Act. The Administration on Aging (AoA), located in the U.S. Department of Health and Human Services, is the federal agency responsible for programs authorized under the Older Americans Act of 1965. A portion of the aging services are funded through the federal Title VI Grant for Native Americans and by Title III funding through the Greater Wisconsin Agency on Aging Resources (GWAAR). Typical aging programs funded by Titles VI and III are the Nutrition program operation, Elder Benefit Specialist program, Alzheimer's, Family Caregiver program, Preventative Health, and Supportive Services that include personal care, homemaker, chore services, case management, assisted transportation, information and assistance, outreach, temporary respite, and adult day care.

The Menominee Tribal/County 3-Year Aging Unit Plan (Title III) 2019-2021. The plan was submitted to GWAAR. The first year of our plan was spent as a learning and growing phase based on our evaluation that was conducted at the end of the fiscal year. This plan represents the intent of the county/tribe to assure that older people have the opportunity to realize their full potential and to participate in all areas of community life. We look forward to expanding our services to incorporate more collaboration throughout the agencies that serve the reservation. The required focus areas within this plan include: Involvement of Older People in Aging Related Program Development and Planning, The Elder Nutrition program, Services in Support of Caregivers, Services to people with dementia and Healthy Aging. Our programs and services are provided with additional funding through other grants such as CSBG that is used to support the lifeline program, purchase loan closet equipment and to provide emergency assistance.

Native American Community Caregiver Program Title VI Part C



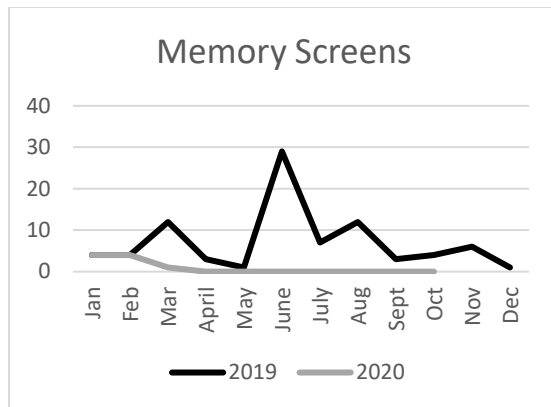
The Native American Community Caregiver Program serves person's age 55 and older. The program is staffed by two full time Elder Support Service Providers, who are Certified Nursing Assistants. The Caregiver Program primarily assists the family caregiver of an elder who may be chronically ill or have disabilities. The services provided include assistance, current information on available resources, case management, outreach, health and wellness promotion, transportation, chore services, in-home services such as personal care assisting with activities of daily living, and other supportive services that contribute to the welfare of the elders.

During the FY 2020 the unduplicated number of individuals served was 54 which is 4 more than last year. Caregiver staff completed 2471 compared to 1897 units of access service last FY, by providing a variety of services that included, Information/Referral and Assistance, Assisted Transportation, The number of In-home services were: 728 which was consistent with FY19 units of service which included: Homemaker Services, Personal Care and HHA service, Chore Service, Visiting, Telephoning and family support. These services that our department were key during the time of the pandemic. We disseminated all communications received from the Incident Command, Menominee Tribal Clinic and any Nutrition education and information about available services. During the pandemic we limited our in-home visits to only medically necessary needs. As many services that could be converted to virtual or over the phone were. We continued to call and check on those elders that we had contact information for.

The Director of Aging and Long Term Care serves as a liaison to the Great Lakes Intertribal Council Senior Companion and Foster Grandparent program. The individuals who serve in these programs are considered volunteers who spend time with elders and in the daycare setting, Head Start, schools in the community as well as the Woodland Boys and Girls Club. In FY 2021, we will be distributing GrandPads to these seniors. They are Elder modified iPads for easy browsing and communication.

Alzheimer's Family Caregiver Support Program (AFCSP)

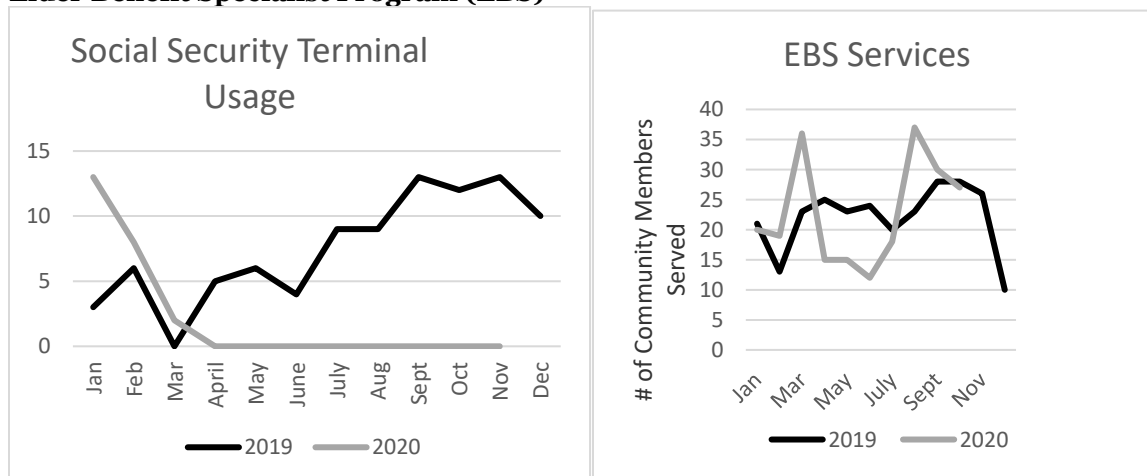
The purpose of the Alzheimer's Family Caregiver Support Program is to provide information and education to persons with Alzheimer's disease and family caregivers; this will prevent or delays institutionalization and improves the quality of life for people with dementia. The Department of Aging and Long Term Care partners with the Wolf River Dementia and Caregiver Network to collaborate efforts and provide our community members with education, support and screenings. Since March we have been developing virtual resources for the participants in this program.

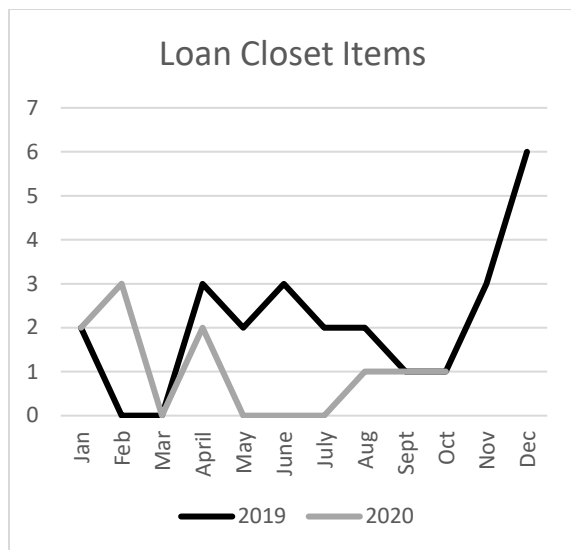


Tribal Dementia Care Specialist Program (TDCS)

The Tribal Dementia Care Specialist (TDCS) takes pride in providing culturally competent services, education and supports to people with dementia, their families, and community members, and assist in implementing strategies to create a dementia friendly community. The TDCS provides information and assistance about Alzheimer's disease and other dementias. The Specialist will also perform memory screens for individuals to determine the need for follow up with their primary physician and other healthcare professionals. The Specialist connects family caregivers with needed assistance and support, this is crucial during this time of the pandemic in order to provide the families the support that they need. The Specialist can discuss options for long-term care and assist in making future care plans. The TDCS collaborates actively and develop referral protocols with local, regional and statewide dementia organizations, the Wisconsin Alzheimer's Institute and the statewide research center we will be able to offer and provide short-term services coordination for individuals with dementia or their caregivers. During the pandemic, all in person DC services were ceased. This initially left very limited services that could still be provided virtually. Since that time, more services in this program have been developed to still meet the goals. TDCS coordinates with other tribes, ADRC's, county aging unit(s), APS and other county staff, and be available for joint or independent home visits. TDCS provides outreach and awareness to professionals, employers, organizations and the general community about the tribe, ADRC and available dementia services. The TDCS will provide education and support to persons with dementia and their families, and will assist in implementing strategies to create a dementia friendly community.

Elder Benefit Specialist Program (EBS)





The purpose of the Elder Benefit Specialist (EBS) Program is to provide access to benefits, entitlements, and legal rights for older persons. Our EBS provides information, advice, referral and assistance to older individuals regarding eligibility and issues related to public benefits and services, health care financing, insurance, housing and other financial and consumer concerns. Referrals are made for individuals in need of legal representation to the private bar or Wisconsin Judicare. During FY 2020 program services were provided to an unduplicated number of 266 which is slightly lower than last year of 274 Native Americans. The elder population is encouraged to contact our Elder Benefit Specialist for assistance or inquiry regarding public benefits. Legal assistance to complete a Living Will/Last Will and Testament is available by Judicare and for your convenience, the Judicare attorney travels to the reservation; simply contact our EBS to arrange an appointment.

During the pandemic, all services were provided over the phone. The in home or in office appointments were very limited due to the risk of position exposure and spread of the virus. The EBS used social media and live streaming to continue to get information out to the public.

The Elder Benefit Specialist works with community members and the families and residents of the Wolf River Community Based Residential Facility (CBRF) on issues related to Medicare and other benefits issues, and to secure the CBRF as the residents' representative payee for Social Security benefits. Our EBS is available to meet with Elders in their homes, in office, at the clinic, at the senior centers, or wherever is most convenient for the Elder. Wisconsin Judicare serves as the legal backup provider accepting referrals from the Elder Benefit Specialist when legal representation is necessary. The Elder Benefit Specialist is a member of the Wisconsin Association of Benefit Specialists and attends ongoing required training to remain current with updates in public benefits.

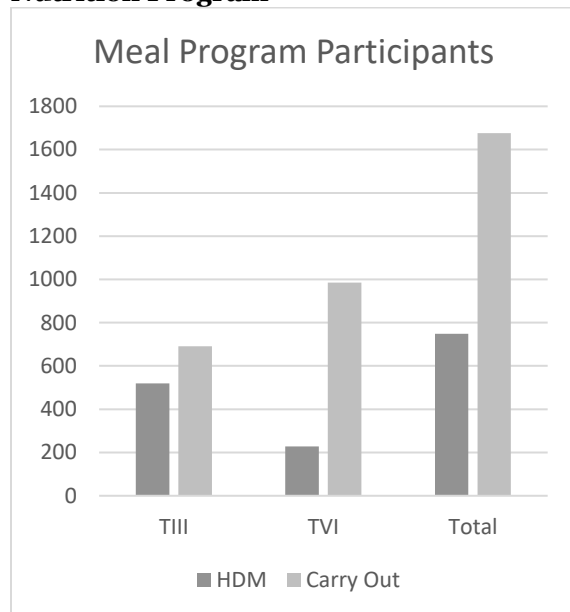
The Department of Aging & Long Term Care and the Social Security Administration (SSA) has installed a computer program called The Video Service Delivery Project (VSD). The goal of the project is to reach out to member of the public who wish to conduct business with Social Security Administration (SSA), in remote locations, through real-time video conferencing. This video service will provide them with better information and access to SSA services. The project will also test the impact of SSA's VDS initiative on its internal network and operations and on the clients of the Menominee Indian Tribe of Wisconsin. This video conference calling is usually available every Tuesday, starting at 1 p.m. and we will offer more times and dates depending on the needs from community members. For the fiscal year 2020, the Social Security Video Terminal had 48 participants used the terminal. This terminal has been closed since March. The video terminal is in its own office which protects the sensitive information of Social Security numbers and the private information of their financial benefits.

In addition, our Elder Benefit Specialist manages our loan closet, CSBG, CFM, and is responsible to prepare and distribute our department's monthly newsletter, the Moccasin Print. In 2019 there were 4,800 newsletters distributed throughout the community.

Loan Closet

Durable medical equipment is loaned on a temporary basis to Elders who are in need of such items due to illness, injury, surgery, etc. During the FY 2020, 19 items which is lower than 24 in FY19. During the pandemic, the number of requests were diminished. We did not want to accept items back due to them being a possible spread of the virus. The items that were loaned out that included; Wheelchairs, Walkers, Hospital Beds, Commodes, Shower Chairs, Bedside table, Toilet Risers, Space heater, and Grab Bars. A signed agreement is required and is available at the Aging and Long Term Care department. Loan closet items are be picked up from our office and larger items are delivered and set up by our general maintenance worker.

Nutrition Program



The Nutrition Advisory Committee is the body with in the County and Tribe that represents the nutritional views, interests and concerns of the elders in the community. It is responsible for identifying and promoting healthy eating, in which during 2020, the Nutrition Advisory Board is made of The Cooks from the meal sites, the Director of Aging and LTC, the Menominee Tribal Clinic Nutritionist, a UW-Extension representative, and members of the community ≥ 55 yrs old. This Advisory Committee works collaboratively with the senior center/home delivered meals, activities, and programming available at the senior centers. The nutrition program provides hot, nutritious meals to homebound elders and in the congregate setting at the senior centers serving meals Monday through Friday 10:30am until 12:30pm with the exception of Holidays and weekends. Funded by Tribal, State, and Federal funds, our meals are designed to provide elders a nutritious meal daily. The menus are created with input from the cooks and clinic dietician and reviewed by the Nutritional Advisory Committee. Each center is staffed with a full time Head Cook and part time Assistant Cook and when available by individuals through the Curative Connections program, and volunteers. Our centers serve to provide much more than just a meal. Before the pandemic elders used the centers as an opportunity to socialize and do activities such as playing cards, bingo, working puzzles, scheduled events during the year, and ultimately the opportunity for visiting and enjoying the company of others. Informational materials on nutrition and other topics of interest and community events have been distributed through the meal program. Because of the pandemic, we had the floors and chairs replaced so that they were easier to disinfect and keep clean. During FY 2020 the total number of meals served for Congregate Meals was 4,676(which ended in March), Carry out meals were 11,818 and Home Delivered Meals was 27320 which is significantly higher than the previous year of 21,667.

The nutrition program is regulated by the Wisconsin Aging Network Manual of Policies and Procedures and by tribal law. Persons eligible for congregate meals must be age 55 or older, any spouse who attends the dining center with their spouse who is age 55 or older, and disabled individuals who reside at home with an eligible elder participating in the program. Persons eligible for home delivered meals must be age 55 and older, frail and essentially homebound. Other criteria include that the individual must be unable to participate in the congregate meal program, that there is no spouse or other adult living in the home who is willing to prepare meals, that any special dietary needs can be met, that the individual is able to feed themselves or have someone available to assist with dining, the individual is unable, physically and emotionally, to obtain food and prepare adequate meals, and that the person agrees to be home when the meals are delivered. Each person applying for home delivered meals will receive an assessment in their home to determine the individuals' level of need for this service. Reassessment of the continued need for home delivered meals will be done in the home of the participant every six to twelve months.

Emergency Assistance

Emergency assistance in 2020 was provided utilizing the Community Services Block Grant (CSBG) to address the needs of low-income elders with utility assistance to avoid disconnection, with heating problems particularly in weather related emergencies, to avoid eviction from their homes, and other emergencies that jeopardize the elders' health, safety and welfare. In FY 2020, we spent 44,489.50 which is significantly higher than in FY19 which was \$27,694.40. This significant increase was possible due to CARES funding during the pandemic. With this funding, we were able to assist 98 community members in need. This financial assistance was provided for: Propane, Fuel Oil, Lifeline, Septic, Appliances, Home Improvements, Heating/Furnaces, and Electric. The emergency assistance funds are limited and in an effort to provide financial assistance to a greater number of Elders in need, assistance is provided on a one time basis per individual and one time per household during the fiscal year October 1 through September 30. Eligibility criteria include that the applicant must reside within the boundaries of the reservation and income must not exceed the federal poverty guideline of 125% for use of CSBG funds. Additional emergency assistance was provided to Tribal Community members through Gaming Found Money applications; 23 people were served for a total of \$10,156.76.

Good Neighbor Certificates

This is a program sponsored by Goodwill to provide community organizations with a limited number of certificates valued at \$25.00 for distribution to elders in need. These vouchers are very appreciated in times of need. Certificates may be used to select \$25.00 worth of merchandise at any Goodwill store. In 2020, Over 70 vouchers were distributed in the last fiscal year.

Lifeline Medical Alert

Limited financial assistance is provided for elder's to obtain the Lifeline Medical Alert, a secure personal medical alert emergency response service designed to help seniors live with greater independence. To determine eligibility, you must be at income at or below 100% of the Federal Poverty Level, have a medical problem or physical disability, have a prescription from your physician, have a land line telephone, and have 3 relatives, friends, or neighbors who live within 15 minutes of your home, who have access to a key for your house, and who will come to assist you if needed.

Maintenance

The maintenance department is staffed by one full time employee that is responsible for the general/routine and preventative maintenance on the facilities including the Wolf River CBRF(in accordance with DHS regulations), the Aging and Long Term Care departments, and shared oversight of the maintenance at the Neopit and Keshena Senior Centers. Additionally, this role provides assistance with the snowplowing, air conditioner installation, some firewood delivery, delivery or assistance of durable medical equipment, and minor home repairs.

Snowplowing

In 2020, Aging and Long Term Care coordinated routes with local contractors. They plowed 329 driveways which is about 100 more than the previous year to be plowed with each snowfall accumulation of 3 inches or more. The purpose of the snowplow service is to ensure access for medical transportation, nutritional meals, and other aspects of functional living. Driveways must be free of obstructions such as

vehicles, campers, bicycles, etc. During the upcoming winter season please remember that every effort is made to meet the snow plowing demand as quickly and as safely as possible; however, because not every snow event is the same, during heavier snow falls it will take longer to clear all driveways. Unpredictable weather, hazardous driving conditions, and limited resources make it impossible to plow as quickly as many people would like. Our drivers maintain a specific route, and to insure their safety, we ask that you remain patient.

Firewood

Eligibility for firewood requires that you must be an enrolled Menominee and reside on the reservation. Distribution is limited to one truckload per household. In 2020, there were 53 applications in total and all provided firewood. Applications are required annually and are available at the Aging and Long Term Care department, Senior Centers in Keshena and Neopit, and Moccasin Prints. Cutting, splitting, and delivering firewood is a challenge for our department and for the 2020 heating season we contracted out to local vendors.

In FY20, there was also the 4 Directions wood project that a group of elders created for other elders to be able to cut their own and supply themselves with wood for the winter. MTE delivered the wood to the fairgrounds in Keshena and the South Branch Senior Center. The Aging Department assisted them with liability waivers that were available in our department.

For FY21, a new project is being introduced. The Department of Aging worked with Administration, MTE and Wolf River Development to devise a safer, more sustainable process to assist elders with their need for a source of wood for heat.

Air Conditioner Installation

Due to the safety concern for elders' health in extreme high temperatures, heat indexes and high levels of humidity, the Aging department loans out air conditioning units to reduce and prevent health dangers. A priority in lending is given to those persons who are the most vulnerable focusing on the frailest and disabled. Elders age 65 and over, and for Elders who have medically documented health conditions that warrant the need for an A/C unit. Eligibility includes that you must be an enrolled Menominee and must reside within the boundaries of the reservation. Only one Air Conditioning unit is loaned per household. In 2020 there were 22 air conditioning units delivered and installed.

Activities

FY 2020 activities supported by the Tribe and hosted by the Aging department included the GLNAEA Meetings for 9 elders in Bad River and Keshena. Trips to Herd Games and to the Annual General Council meeting. Unfortunately our Elder Resource Fair and annual Picnic were cancelled due to the pandemic.

We thank all of the members of the community that served on advisory groups (past and present) for the Department of Aging and Long Term Care. We appreciate the support and collaboration of Tribal departments and partner agencies as we strive to meet the needs and goals of our community. Our staff serve to provide efficient services to the elders of the community and we welcome your input.

Assistance on any current or proposed services that you feel would be important for our elder population. Please feel free to contact us with any questions or requests for service at the contact information provided below:

Contact Information

Department of Aging and Long-Term Care 715-799-5240

Kay Ann Dixon, Receptionist

kadixon@mitw.org

Fax Number

715-799-5278

Ericka Kowalkowski, Director

715-799-5897

ekowalkowski@mitw.org

Senior Center

Keshena Senior Center

715-799-3964

Jana Caldwell Head Cook –Keshena

715-799-3964

Neopit Senior Center

715-756-2290

Debra Pocan Head Cook-Neopit

715-756-2290

Aging

Monica Vick, Business Manager <u>mvick@mitw.org</u>	715-994-1368
Lynnette Maskewit, Elder Benefit Specialist <u>lmaskewit@mitw.org</u>	715-799-5688
Kristin Waukau, Tribal Dementia Care Specialist <u>kwaukau@mitw.org</u>	715-799-5270
LuAnn Richmond, Elder Support Service Provider <u>lrichmond@mitw.org</u>	715-799-3238
Tichanel Waupoose, Elder Support Service Provider <u>twaupoose@mitw.org</u>	715-799-5929

CBRF

Tracy Cummings, LPN CBRF RN/Administrator <u>tcummings@mitw.org</u>	715-994-1452
Rhonda Kroll, RN <u>rkroll@mitw.org</u>	715-799-5275

Long Term Care

Dawn Klaeser, Long-Term Care Program Manager <u>dklaeser@mitw.org</u>	715-799-5992
Case Managers	
Tammy Latender	715-799-5271
Casey Arrowood	715-991-1371
Jessica Henderson	715-994-1369
Heather Strong	715-799-3224
Ray Creapeau	715-799-5888
Michael Creapeau	715-799-5081
RN's	
Ann Faehling	715-799-5268
Pam Nelson	715-799-4246
Zoe Zimmerman	715-799-5253

Agriculture and Food Systems

Gary Besaw, Director

The Department of Agriculture and Food Systems (DAFS) was established approximately two years ago in response to the need for an agriculture and food systems department, as identified in the Menominee Action Plan and Menominee Tribal Strategic Plan. DAFS has since taken the mantra, as identified on the DAFS logo as “Back to our Roots for Sustainable Jobs, Health, and a Vibrant Economy.” Major Goals in our first 3-5 years include:

1. Academics, meaning 1) help support and develop culturally-related sustainable agricultural learning experiences for youth and community, with a “bridge” to extended learning at CMN, and 2) assisting CMN in opportunities and development of sustainable agriculture, agroforestry, aquaponics, and related degrees/certificates.
2. Economics, meaning 1) searching for funding for a production site/cannery/preserving/processing kitchen for home preserving, and value-added sales and entrepreneurial vendor associated training, 2) assisting Food Distribution, Farmers Market, and local stores/kitchens to obtain fresh or freshly processed produce and meats, especially from community growers and vendors, and 3) provide technical assistance, training and resources for individuals, tribal programs, and community organizations interested in sustainably selling produce, meats, eggs, and agroforestry botanicals.



3. Healthy Nation, which includes providing training, technical assistance, and resources to tribal members and programs interested in growing and processing healthy foods for healthy exercise activity and access to fresh foods for processing, cooking, and for sale or sharing as needed.

FY20 Successes Include

DAFS Director appointed directorship of the Menominee Tribal Food Distribution Program. This will be a cost-savings initiative, as well as a move towards making the foods systems in the community more connected and streamlined.

In response to COVID-19 pandemic, all in person meetings stopped and all of DAFS's work began to be virtual. This made work challenging, particularly community outreach and garden assistance, but DAFS has developed into providing virtual teleworking services, particularly in applying for grants and program development.

DAFS staff grew starter plants for the community individual and larger family gardens. Over 1,000 plants were started and tended to. DAFS worked with other community volunteers, community groups, MISD, CMN-SDI, UW-Extension, and Menikanaehkem on seed giveaways, with a larger giveaway with over 120 seed combo collection bags given to members.

DAFS again received a donation of approximately 1,000 heritage plants from "Organics by Gordy" a family homestead in Oconto Falls that had matched last year's donation. These were given out to the community as well.

Provided garden set-up, fencing assistance, and tilling and soil amendment help to a variety of tribal members and community departments and programs.

Exterior fencing was installed at Floring property, and major repairs and significant clean-up were completed to the building and barn. Irrigation tubing and water pipes were trenched and installed. Fencing also installed at other community sites using grant funding procured by DAFS. Grant funds were awarded to DAFS for three wells and will be installed in Fall 2020 at various sites in community.

Completed first steps in commercial, sustainable maple syrup feasibility planning, which included working with MTE Forestry on site identification for initial feasibility plan that justified inclusion into an Economic Development Administration Recovery Grant to finalize budget and feasibility planning

DAFS was awarded a Rural Development Grant for Kitchen Processing Incubator Equipment. This will be first step in creating a food-processing and value-added center for individual use or commercial sale. We are now searching for an existing facility to develop into the concept.

The Wisconsin Partnerships Program (WPP) Program Coordinator started in August. Jennifer Falck (Oneida) started and will coordinate development of Food Code, Zoning amendments, and assist in trainings and over-all DAFS development of a restored Menominee foods system. This is a five year competitive grant awarded to DAFS totaling \$1,000,000.00 in total, or \$200,000.00 a year.

Assisted with several hoophouse grant awards for tribal individual and non-governmental program use. These will be up and active starting this coming year.

DAFS submitted and won a grant with the NDN Collective to purchase a tractor, storage garage, and tractor implements, which at time of report were not yet purchased.

DAFS submitted and won Covid-19 grant funding for security and safety options such as security cameras, toilet and sinks, hot water heater, produce wash stations, PPE supplies and tools for Menikanahkaem, CMN/Jonesy Miller property, and Floring farm.

DAFS coordinated with UW-EXT/CDC grant to develop a community kitchen /food production survey that is providing enthusiastic support and valuable information on need in community. DAFS and the

UW-Extension collaborated in developing a summary report. An executive summary of the survey is available upon request from our department.

DAFS continued to work with several tribal departments, UW-EXT, and CMN to plan for and design a community kitchen/food processing component. Planning will include food production and processing stations within the larger complex footprint. (Note: The site for this project is not yet decided, based on funding cycles and available locations).

Looking Ahead

The WPP Grant Advisory Council had its first meeting on November 18. This was an introductory meeting designed to share information about DAFS and the WPP Program. Nine people have agreed to be on the advisory council. Some of the first things the group will work on is 1) helping to determine what kind of agricultural equipment DAFS will buy with grant dollars, 2) Assist in identifying amendments to the Menominee Zoning Code that will promote and support a sustainable food system on the reservation, and 3) participate in a great lakes regions community seed sovereignty assessment that will help us to understand the current capacity and diversity of seeds being saved in the community.

DAFS Staff:

Gary Besaw, Director

Jennifer Falck, WPP Coordinator

Joyce Wayka, Administrative Secretary

Child Support

Heather Hoffman, Manager

The Mission Statement of the Menominee Tribal Child Support is to enhance the well-being of our children by assuring assistance and support through healthy, friendly, positive atmosphere that promotes and preserves our families. The vision is to empower our families and community by providing for our children.

The Menominee Tribal Child Support's primary responsibility is to enforce orders issued by the Menominee Tribal Court, along with providing services for Paternity Establishment, Support Establishment and enforcement, locating absent parents, inter-jurisdictional establishment and enforcement and case management.

The Menominee Tribal Child Support employed 8 staff in FY2020, comprised of four (4) Child Support Specialist. Two of these Specialists are responsible for the monitoring and case management of Paternity/Intergovernmental cases and the other Kinship/Foster Care cases. Management and Administrative Staff include a Child Support Manager, a Financial Specialist and an Administrative Assistant. The agency also shares a part-time Attorney with Tribal Family Services.

The child support system involves very extensive networking with community resources, other tribes, states and counties, as well as employers, employment resources and federal and local agencies. The Menominee Tribal Child Support Agency also has access to many resources in order to locate parents, verify employment and income. Referrals and applications are received from and made to these resources on a continuous basis through the year. The agency also provides information to participants regarding job training, employment opportunities, and other community resources available.

For the Menominee Tribal Child Support Agency, income withholding is by far the most effective tool available for the collection of financial court ordered obligations. Constant case management and

monitoring is key. The Agency also accepts and enforces orders issued by other jurisdictions, including Wisconsin Counties, other states and Tribes and our agency also asks for assistance from other Wisconsin Counties, other states and Tribes to enforce our Menominee Tribal Court Orders if the non-custodial person lives in their jurisdiction. Inter-jurisdictional enforcement is another tool used for the collection of child support. Additional enforcement tools used for the collection of child support for our children and their families include interception of unemployment benefits, workman's compensation and Federal/State Tax refunds.

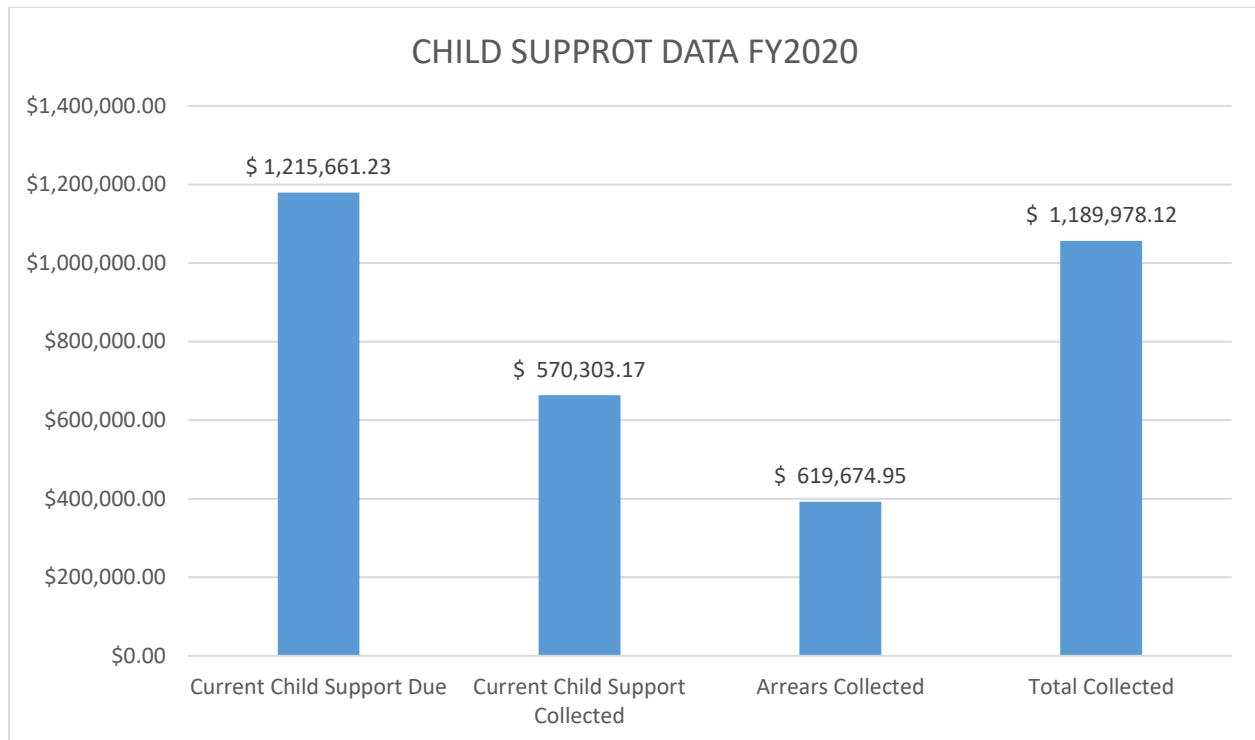
There are economic conditions and other factors that prove difficult in collecting child support obligations. During FY2020, the Covid-19 Pandemic also had a profound effect on the collection of child support obligations. Many businesses had to close and reduce staff which resulted in many participants losing their jobs and making it hard for participants to gain employment. Other factors include incarceration, unemployment, transportation issues, and barriers to employment such as job training/skills and education.

The Menominee Tribal Child Support Agency monitors and reviews cases and ensures support obligation are appropriate based on the income of payers. Paternity Establishment is an important services of the Menominee Child Support as it provides our children with a sense of identity and belonging, and opens the door for enrollment with the Menominee Tribe and the benefits that come along with that status. Paternity Establishment is the process of determining the legal father of a child and may be established through genetic testing and/or court order through the services provided by the agency. There are instances where parents who are unmarried establish paternity through filing the Wisconsin Voluntary Paternity Acknowledgement (VPA) form themselves to the Office of Vital Records. Under Wisconsin Law, this fully establishes legal paternity and the father's name is added to the birth certificate, however the VPA does not give the father any legal rights or physical placement and individuals must file motion in Court on their own to gain/change legal rights, placement and/or visitation. Cases referred for child support services from Economic Support Programs where paternity has been established by Voluntary Paternity Acknowledgement has been problematic in the past. The Menominee Tribal Child Support implemented filing a Sworn Statement along with Motions for child support establishment in these particular instances, verifying that the father's name is correct on the birth certificate. The practice of the Menominee Tribal Child Support Agency and Paternity Specialist when a case is referred for paternity establishment is to encourage participants to utilize the services offered by our agency to obtain a court order to establish a legal father, however, some parents do choose to complete the Voluntary Paternity Acknowledgements on their own.

Paternity Establishment has been impacted by the Covid-19 Pandemic as well for FY2020 as genetic testing/swabbing appointments have been put on hold at times throughout the Fiscal Year. MTCSA developed a procedure and questionnaire, with the assistance of Dr. Slagle of the Menominee Tribal Clinic, as well as the self-swabbing procedures initiated by the genetic testing lab, DDC. The health and safety of individuals and staff was, and continues to be of the utmost importance, and MTCSA had to ensure that safety protocols were developed and implemented in order to move forward with genetic testing.

The Agency's enforcement and establishment of financial obligation of children reduces poverty and financial strain on the custodial parents, reduces the participation of welfare programs of single-parents and most importantly, child support collections yield positive outcomes on family relationships and increases the involvement of non-custodial parents in their children's lives.

As of September 30, 2020, the child support agency has a total of 1,580 open, active cases, of which 292 are Inter-jurisdictional cases, 320 are Kinship/Substitute Care Cases, and the remaining 968 are regular child support/paternity cases. FY2020 Child Support Data is as follows:



As we move into Fiscal Year 2021, our goal is to continue to ensure financial stability for the children and families served by our program and the staff of the Menominee Tribal Child Support Agency. MTCSA looks forward to the new Fiscal Year as we work to support, strengthen and encourage families to provide a safe, nurturing and stable environment.

Clinic

Jerry Waukau, Administrator

Mission Statement: The mission of the Menominee Tribal Clinic is to provide quality, accessible and comprehensive health care in the area of medical, dental and community health services. The Clinic employs 142 full-time employees, 16 part-time employees, 18 on-calls (PRN), and 8 contracted provider consultants.

The Menominee Tribal Clinic continues to champion the work around trauma informed care, community engagement, and patient centered care through our medical home certification through the Accreditation Association for Ambulatory Health Care, Inc.

COVID-19 RESPONSE

The COVID-19 pandemic dramatically affected the operations of the Menominee Tribal Clinic in 2020. Immediately following the Tribe's first COVID-19 emergency order on March 12, 2020 clinic leadership went into action.

The following is a summary of the response effort:

Goals of Patient Care at MTC during COVID-19 Pandemic:

- Provision of the appropriate level of urgent and necessary patient care.
- Protecting health care providers (HCP) and non-COVID-19 patients from COVID-19 infection
- Preparing for a potential surge of patients with respiratory and/or COVID-19 infections.
- Preparing for PPE and staffing shortages.

Each phase of the MTC pandemic response incorporates these goals of patient care.

Levels of Patient Care during Pandemic:

Phase 1: Acute Patient Problems (approximately 20% volume), Outside Respiratory Illness Screening, Curbside Pharmacy Service, virtual visits as much as possible March-October 2020.

An Incident Command structure was implemented to coordinate the actions and processes required to respond to the pandemic including:

1. Changes in Patient Care:

- Immediate cancellation and postponement of all patient care deemed non-urgent, in all departments, to dramatically decrease the volume of patients in the clinic and decrease the risk of virus spread by respiratory droplets and surface contacts. Urgent Medical, Dental, Behavioral Health, and Optometry care continued with safety measures. Targeted essential care including obstetrical care, newborn care, and early childhood immunizations continued. Physical therapy and Imaging services decreased to low patient volume proportional to Medical services and the cancellation of all non-emergency surgeries. Contracted chiropractic, massage, and acupuncture services were discontinued.
- Pharmacy curbside service process coordinated and staffed by dental department along with support from contract health and other departments-kept approximately 900 patients per week out of the building. Pharmacist consultations occur curbside.
- Virtual patient visits set up by multiple clinic departments for vulnerable patients utilizing telephone registration and communication.
- Outside Drive-Through Respiratory Clinic operational with COVID-19 testing. Isolation rooms separated from other patient care utilized to evaluate patients with moderate to severe illness suspicious for COVID-19 infection.
- Protocols for testing patients with both send-out and rapid COVID-19 testing at MTC implemented and evolved, following guidelines from CDC and Wisconsin Department of Health Services.
- Satellite Registration site for dental patients and registration of pharmacy patients established to disperse flow from main entrance of clinic.
- WIC, Nutrition, Wellness, and Contract Health utilized waivers established by government entities to accomplish services by telephone or minimal patient interaction. Diabetes Education converted to telephone contact.
- Community Health continued home visit services without restriction but with safety measures to protect staff. In-clinic services were minimized to essential immunizations. Women's Personal Health developed protocols for contraception services, pregnancy services, and sexually transmitted disease testing by phone and lab encounters.

- Nursing phone protocols for patient triage developed, implemented, and revised according to Wisconsin Department of Health Services guidelines.

2. Safety and Environmental Services changes:

- Clinic-wide physical distancing in wait rooms, registration, meeting rooms, offices, and break rooms.
- Traffic to pharmacy limited to nursing staff and pharmacy curbside runners. Traffic flow limited by door closures where adherence to building codes permitted.
- Additional hand sanitizer dispensers and bottles distributed throughout clinic
- Hand-washing competency utilizing CDC protocol accomplished for all employees.
- Increased cleaning by Housekeeping and general staff with virucidal and bleach-containing solutions according to OSHA and CDC guidelines, with special attention to higher-traffic and high touch surfaces. Six (6) Emergency hire employees were added to housekeeping staff, which doubled the department. Housekeeping staff from other tribal departments transferred to MTC on two (2) occasions due to staffing shortage.
- Engineering improvements such as Plexiglas for reception areas and contract health. Air exchange rates for Isolation rooms reviewed and cleaning schedules after patient use determined accordingly.
- Daily monitoring of temperature and symptoms for all employees utilizing home self-monitoring and on-site monitoring. Protocols for employee absences, leaving work, recommendations for COVID-testing, and return to work established. An Employee Health nurse was established to coordinate employee monitoring and absences.
- Masking of all patients and employees upon entry of building.
- Temperature and symptom screening of all patients entering building with protocols for outdoor COVID testing implemented with any positive screens before further care provided.
- Visitors accompanying patients to visits limited to bare minimum (accompanying minors, support persons for obstetrical visits, accompanying frail elderly or others needing assistance).
- Meetings modified to limit personal attendance to 5 or less per room with utilization of tele-conferencing. Employee gatherings and celebrations cancelled or accomplished with strict adherence to physical distancing and food safety measures.
- Security staff increased with services focused on directing patient traffic flow, monitoring of parking lots, and aiding in patient screening at main entrance.
- Regular employee and patient updates on safety measures and clinic operational changes dispersed utilizing clinic electronic mail and MITW media outlets.
- Behavioral Health offered both space and staff to aide with employee stress and anxiety.

3. Personal Protective Equipment (PPE) Procurement and Surge Planning:

- Clinic Administrator, Assistant Administrator, and Incident Command members facilitated communications with MITW Incident Commander, Indian Health Service, FEMA, private vendors, and State of Wisconsin sources to obtain and secure distribution of PPE supplies. Efforts to stock-pile supplies for surge-readiness maximized.
- Process implemented to utilize the CDC Burn Calculator and tracking of all PPE used and received for the facility. Regular updates provided by Incident Command on utilization rates.
- Donations of PPE by community members and groups supplemented supplies. Local support utilized to provide essential PPE such as face shields. Donations of materials were assembled by employees to provide gowns, surgical sleeves, and facial cloth masks.
- Distribution of use-appropriate PPE to employees accomplished according to CDC guidelines. Decisions regarding extended, expired, or re-use of PPE followed emergency CDC guidelines.
- Safe and appropriate use of PPE videos distributed to employees utilizing PPE.
- COVID-19 testing supplies considered PPE and tracked/graphed weekly to monitor. Multiple supply chains secured to ensure supplies abundant and surge conditions can be accommodated.
- Surge scenarios envisioned and mock massive testing protocol trialed
- Tents and outbuilding to accommodate and facilitate mass testing obtained.
- Surge scenarios for optimal medical provider utilization designed

Phase 2: Acute and Necessary Patient Care (50-70% volume), Outside Respiratory Illness Screening, Curbside Pharmacy Service, **starting mid-May through October 2020.**

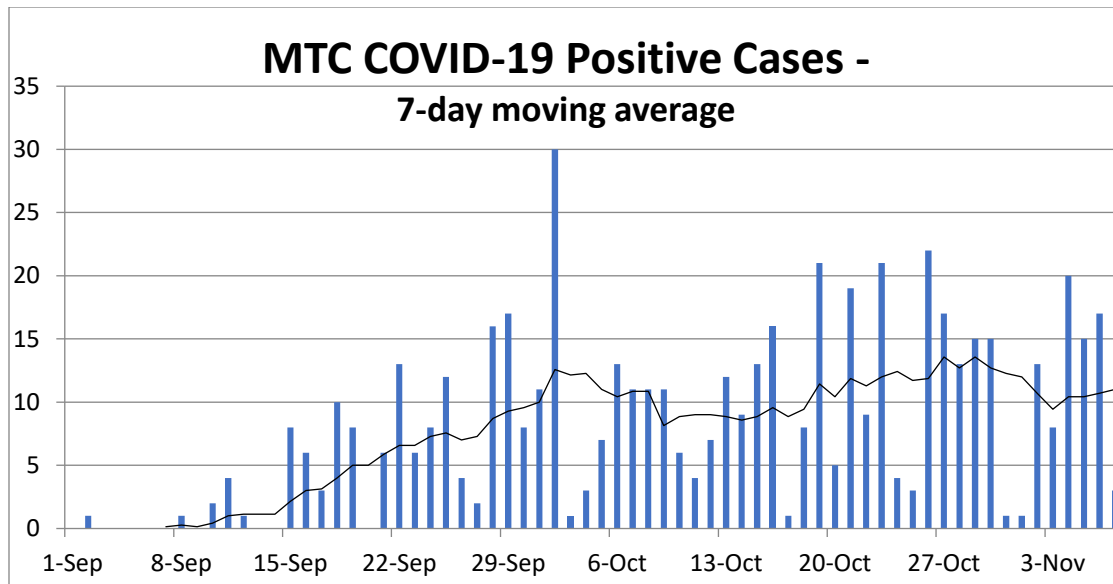
Phase 3: Return to Usual Care with precautions (90% volume), Outside Respiratory Illness Screening

Phase 4: Usual Care with emphasis on Infection Control and anticipation of next pandemic-once vaccine widely available/administered and/or 70% of population with antibodies.

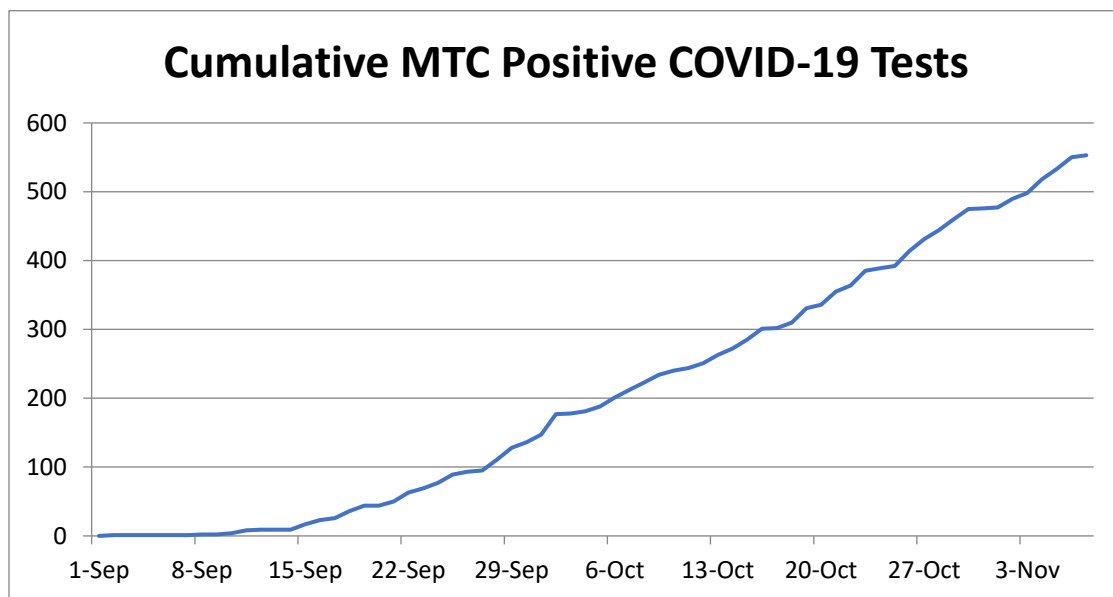
Surge Plan: In the event of wide-spread community infection, as determined by metrics and demand for testing, MTC will revert back to Phase 1 and the Medical department specifically will increase medical providers and other staff assigned to outside COVID testing. This will necessitate a phase-down to non-COVID care to necessary only. Clinic functions in other departments will need to phase down as well in attempts to keep infected individuals out of the clinic. Decision to implement surge plan will be made by MTC Incident Command

The following graphs give a picture of how COVID-19 has directly impacted the Menominee Community.

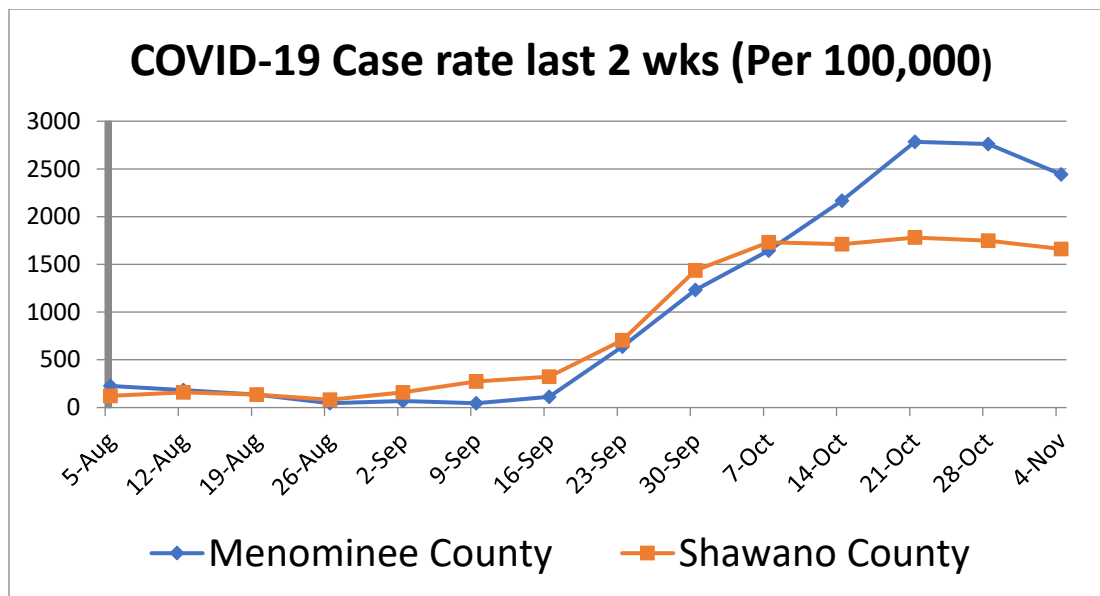
Graph A: Number of daily COVID-19 Cases tested at MTC



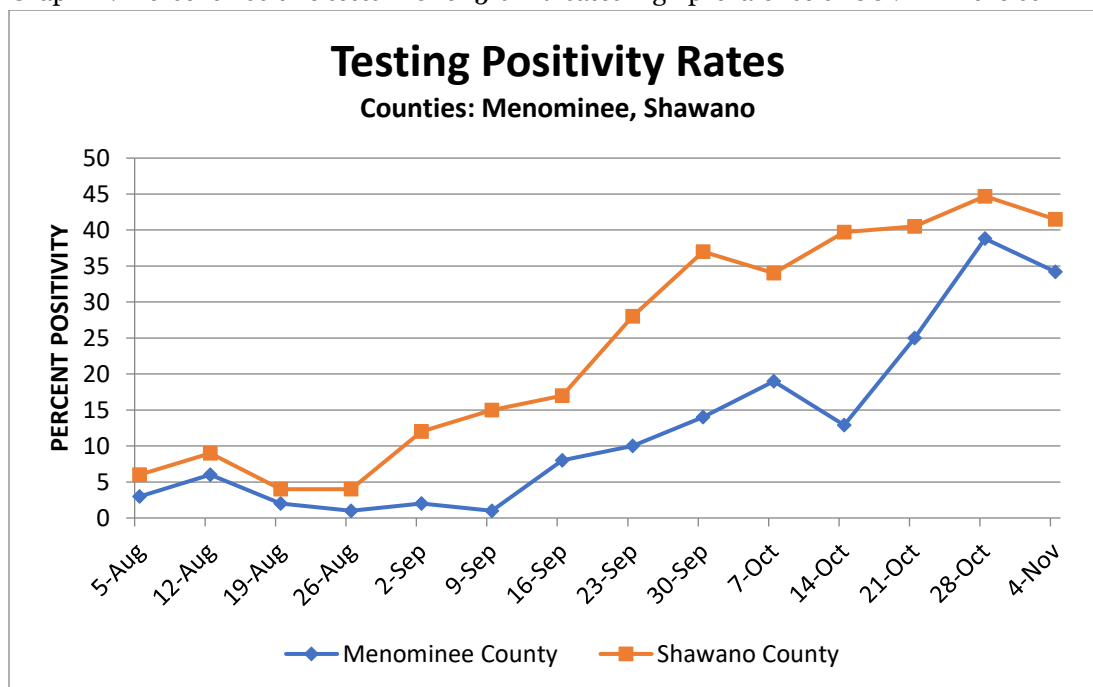
Graph B: Total Number of COVID-19 Tests at MTC - Cumulative



Graph C: WI DHS Data: COVID Case rate Menominee and Shawano Counties as of Oct 21st, 2020



Graph D: Percent Positive tests – Over 5% indicates high prevalence of COVID in the community



Overview of 2020 Financial Expenditure Report

	2020 Expenditure Sources				
Expense Category	Tribal	Federal	State	Other	TOTAL
Personnel Costs	1,919,122	7,093,071	109,804	139,916	9,261,913
Fringe Benefits	2,718,627	2,474,467	69,046	72,626	5,334,766
Travel	5,919	20,119	4,628	9,069	39,735
Training	5,462	35,401	13,455	18,039	72,357
Equipment	184,456	201,935	-	-	386,391
Supplies	243,790	2,358,185	38,200	58,531	2,698,706
Contractual	89,758	1,034,390	-	-	1,124,148
Utilities	-	109,051	-	-	109,051
Space Lease/ Rental	-	-	-	-	-
Construction	-				-
Indirect Costs	96,755	1,448,208	17,511	462	1,562,936
Other Costs: (list below)					-
Other Expenses	89,930	507,806	-		597,736
Program Activities				76,128	76,128
MITW Transit	147,277	18,118			165,395
Maint & Improvement	194,908	1,560,863			1,755,771
CHS Referrals					-
Cash Suppl IHS 3105	2,363				2,363
Total Expenditures	5,698,367	16,861,614	252,644	374,771	23,187,396

The Clinic received IHS COVID-19 funding:

COVID-19 Testing Families First	241,590
COVID-19 CARES ACT Operated Programs	1,297,991
COVID-19 CARES PRC	809,088
COVID-19 CARES ACT Operated Programs CHR/PHN	17,549
COVID-19 M & I Funding	193,329
COVID-19 Equipment	181,190

COVID-19 Paycheck Protection Program and Health Care Enhancement Act 1,998,422

TOTAL 4,739,879

Total expenditures to date were 1,322,809.

Notable expenditures include:

Medical COVID-19 testing shed, electrical, finished walls, ceiling, floor	25,615
COVID testing canopy tents	23,300
PacVan temporary mobile office units for COVID testing	30,200
Metal shed enclosures for medical and pharmacy mobile office units	54,000
Electrical work for metal sheds	26,118
PacVan temporary mobile office for pharmacy curbside delivery	14,825
Miscellaneous expenses work related to mobile office structures	12,000
Earthwork, computer cabling runs, WiFi, furnishings	
Personal protective equipment, surgical masks, gloves, gowns, face shields	110,000
Plexiglass shields, noncontact thermoscan thermometer stations,	
Touch free hand sanitizer dispensers, N95 respirators, etc.	

The following new positions were funded with COVID-19 funding:

- Medical Director .5 FTE
- Incident Command Information Officer .5 FTE
- Employee Health Nurse
- Pharmacist
- Pharmacy Runner
- Pharmacy Runner
- Pharmacy Runner
- Triage Nurse
- Security Officer
- Housekeeping/Laundry
- Maintenance Grounds Keeper
- Inventory/Supply Control Officer
- Laboratory Technologist
- LPN Contract Tracer
- LPN Contract Tracer
- LPN Contract Tracer

Additional funding received by MTC due to COVID-19 pandemic included:

\$1,696,198.54 IHS CARES ACT Payment for Provider Relief Funding.
\$ 32,447.23 Medicare CARES ACT Payments.

These funds were relief funds due to loss of patient revenue resulting from decrease services due to reduced patient care services resulting from the COVID-19 pandemic.

ACCREDITATION

The Menominee Tribal Clinic is an accredited health care facility as determined by the Accreditation Association for Ambulatory Health Care (AAAHC), based in Skokie, Illinois. This is our 14th consecutive year of accreditation for AAAHC and our 31st consecutive year of accreditation by a nationally recognized accreditation organization. The process of accreditation is not a single event or week. Rather, it is a full 12-month cycle of activities designed to keep our organization improving. We, along with health care facilities across the country are measured against hundreds of performance standards.

As with so much of the healthcare world in 2020, Covid-19 was the dominant issue and accreditation was no different. Many precautions had to be put in place to ensure safety during site visits and continue the cycle of accreditation. Fortunately for MTC we did not have to face any of the very difficult issues surround Covid-19 because we completed our on-site survey for re-accreditation in August of last year. We anticipate many of our enhanced procedures will remain in place for a number of year if not permanently.

The most significant impact to our accreditation process was the interruption of our reporting, data collection and policy development processes. The majority of this was due to resources being shifted to respond to the ever developing Covid-19 crisis. Many staff members who work on our improvement efforts were tasked with developing and implementing our response. Additionally, the interruption to Tribal committee meetings left us with a very disjointed reporting schedule and again the Covid-19 changes were of a much higher priority.

AAAHC did provide all affiliate facilities with enhanced guidance that included the following:

- Patient screening processes
- Social distancing guidelines
- Personal hygiene
- The use, availability and management of personal protective equipment (PPE)
- Patient follow-up checking for Covid-19 symptoms
- Frequent staff educational opportunities
- Appropriate staff screenings

The Menominee Tribal Clinic has taken significant steps to develop enhanced policies and procedures specifically targeted to respond to Covid-19. Many of those changes have been discussed and documented in other sections of this document. Our internal evaluation of our performance in relation to the AAAHC standards shows us performing at or above the level expected from an accredited health care facility. As with our normal improvement processes if we find ourselves not where we need to be we are taking corrective action to better meet the standards.

Looking forward the Menominee Tribal Clinic will move all enhanced Covid-19 responses forward through our policy approval process. This includes an internal review and approval by our Performance Improvement Committee. They will then be forwarded to the Menominee Health and Family Committee for the final consent before they reach the Menominee Tribal Legislature. This is a critical step in our response to the disease we are facing but AAAHC remains aware of limiting factors beyond our control and provides us with opportunities to meet standards in practice while waiting for final approval. For many of our updated policies and procedures that is where we are.

Moving beyond the specifics of our Covid-19 response the Menominee Tribal Clinic remains on target for our triennial on site survey in August of 2022. All current activities will be included in that survey and are being properly documented. Whatever safety precautions remaining in place will be maintained and

documented along with facility maintenance records, patient surveys, provider credentialing, employee evaluations, training logs, meeting minutes, and updated policies and procedures. We are confident our clinic is operating not only within the letter of the AAAHC standards but the spirit of those standards as well. Our patients should remain confident we are providing a consistently high level of care despite the challenges of our current situation.

MTC Controlled Substance and Monitoring Activities Report

As a response to Tribal Leadership's concerns regarding controlled substance abuse and diversion in the Menominee community, in 2019 Clinic Leadership created Controlled Substance prescribing and surveillance goals. The COVID-19 outbreak significantly shifted clinic priorities toward mitigating infection rates with the clinic and community. This drastic shift of resources and time toward COVID response affected progress toward goals established in 2019. However, confronting this issue to prevent controlled substance dependency, overdoses and even death will be a top priority in the coming years.

GOALS:

- **Establish and implement uniform standard of monitoring patients using controlled substances:**

The Medical, Dental and Behavioral health departments continue to utilize best practices for prescribing and monitoring patients on opioid and other high-risk medications which can help lower the risk for abuse and diversion within the community. Policies will continue to be created and revised to reflect this focus. Health care providers from all departments have increased their usage of the WI PDMP over the past year when prescribing controlled substances.

- **Establish a Medical Coordinator for management and reporting of the WI Prescription Drug Monitoring Program data (PDMP)**

The Deputy Clinic Director was assigned this task in early 2019 and continues to create and compile reports from PDMP quarterly data. This data is intended to provide important feedback to health care providers, clinic leadership and tribal leadership regarding controlled substance prescribing trends by healthcare providers at the Tribal Clinic.

SUBOXONE Program– Treatment of opioid use disorder

Background: It is vitally important to provide treatment for people struggling with opioid use disorder to prevent overdose and even death. To treat those with opioid use disorder, it is crucial to expand access to evidence-based treatments, including medication-assisted therapy (MAT). MAT is a comprehensive method to address the needs of individuals that combines the use of medications like Suboxone with counselling and behavior modification therapies.

Dr. Joe Guenther implemented the MAT program in 2017 with the assistance of his nurse Jane Sell. Since its inception the program has grown fourfold from the initial enrollment of 10 patients to its current capacity of 45 patients. 2020 was a year of significant expansion! Dr. Heather Nennig obtained her MAT waiver training and subsequently began treating patients with opioid use disorder. She currently treats 6 of the 45 patients currently enrolled in the program. With the program's fast growth, it was imperative to hire a full-time Care Coordinator to help organize counselling services and assist patients in connecting with community partners such as Menominee County Human Services, and Maehnowesekiyah Wellness Center. In 2020 Diane Hietpas was hired to fill this key position.

Challenges: The COVID-19 pandemic created several challenges for the Suboxone program. Tribal and County closures decreased access to follow-up services provided by community partners. Access to behavioral health services continues to be a limiting factor on program enrollment. They will continue to

explore ways to increase counselling capacity through virtual sessions provided by partners such as Libertas Treatment Center. Program staff will also pursue grant funding opportunities in the coming year to help fill gaps and expand services.

BEHAVIORAL HEALTH SERVICES

The Behavioral Health Services Department (BHSD) is an outpatient mental health program certified by the State of Wisconsin. Last certification was approved in February 2019 for a two (2) year period. The department offers outpatient services such as evaluations, assessments and psychotherapy using a range of treatment modalities. Some of the reasons individuals seek services in the BHSD include depression, anxiety, grief, family difficulties, relationship problems, trauma, parent-child difficulties, school difficulties, and court ordered services. Individuals requesting services are seen for individual, couple, family or group counseling. Limited services are also offered at the MISD Student Health Center through a referral system initiated by staff at KPS, MIMS and MIHS. Those services are based on student needs and complexity in collaboration with the MISD school counselors. BHSD also collaborates with the Medical Department in providing assessment and counseling services to individuals participating in the Clinic suboxone program.

The present staff consists of six Master's level Psychotherapists (3 Licensed Professional Counselors, 2 Licensed Clinical Social Workers, 1 Advanced Practice Social Worker), one Case Manager, one Mental Health Technician, one consulting Psychiatrist, one full-time Psychiatric Mental Health Nurse Practitioner, one Registered Nurse and two support staff. All full-time providers are certified by the State of Wisconsin Department of Safety and Professional Services for providing mental health services. All providers are certified for third party billing purposes.

Staff is involved in clinic committee work in the areas of Performance Improvement, Accreditation, Medical Staff, Service Unit Management Team, and Credentialing and Privileging. The staff is also involved in outside contacts and meetings including Community Engagement, Tribe/County meetings, Maehnowesekiyah, Zero Suicide Team, Coordinated Services Team and the MISD Student Health Center. BHSD offers Internship and Practicum placement opportunities for students completing Master's degrees in Counseling and/or Social Work.

Throughout the COVID pandemic the BHSD continued to provide BH services to meet the needs of our clients, MTC employees, MITW employees and the community while also keeping health and safety in mind. Here are the highlights of the changes that occurred between March and the time of this writing.

EARLY MARCH

- Clients managed on the High Interest Log were seen in person
- Small number of individual sessions, intakes, psychiatric appointments completed in person
- All other appointments rescheduled or completed via telephone

END OF MARCH

- BH staff reached out to MTC Department heads and connected with MTC staff to offer support and resources regarding stress and anxiety during COVID
- A debriefing/resource room was made available to all MTC staff
- Offered all MITW employees access to a BH therapist if help was needed for stress related to COVID
- Letter informing all clients their therapy sessions would be completed via telephone for the foreseeable future

- Letter included helpful information/resources for dealing with stress, anxiety, etc. along with crisis and emergency numbers

MID-APRIL

- Started scheduling and offering a larger number of intakes via telephone

END OF MAY

- Proposed an opening plan to the MTC Incident command:
 - therapy sessions would be provided in the offices (they allow for 6-foot distancing)
 - client and therapist would wear masks at all times
 - appointments would be staggered in order to limit the number of clients in the waiting area
 - intakes would continue via telephone
 - the back door would be used as the exit to limit client traffic through the clinic
 - there would be a process for medication refills to limit client traffic through the clinic

JUNE 1ST

- Implemented the opening plan

BY 3RD WEEK IN JUNE

- Most clients being seen in person

JULY 1ST

- Began offering intakes in person

JULY 28TH – AUGUST 17TH

- Therapy sessions via telephone
- Intakes via telephone
- Clients managed on the High Interest Log seen in person
- Small number of individual sessions, intakes, psychiatric appointments completed in person

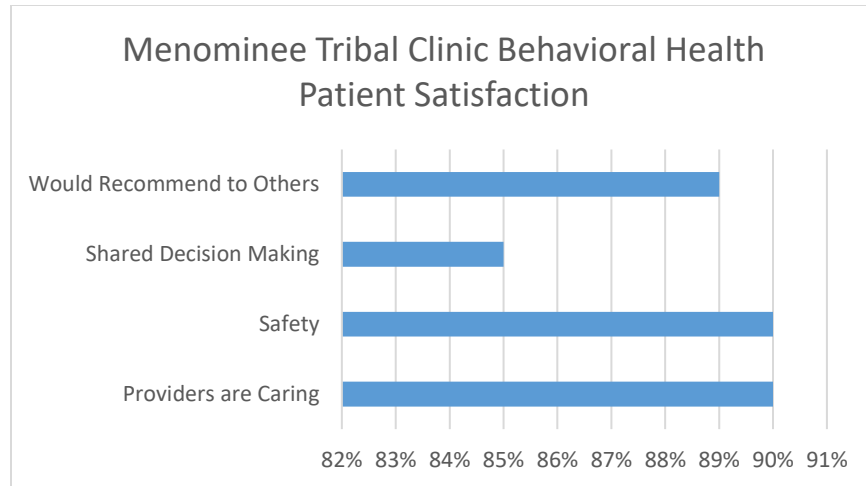
AUGUST 31ST

- Resumed in person services for clients from the Tribal Jail

SEPTEMBER 16TH – OCTOBER 24TH

- Therapy sessions via telephone
- Intakes via telephone
- Small number of individual sessions, intakes, psychiatric appointments completed in person
- Clients managed on the High Interest Log seen in person
- Implemented video telehealth
 - used for some psychiatric follow-up appointments and some individual sessions

The BHSD Patient Satisfaction survey was conducted during the period of October 1, 2019 – February 15, 2020 with 197 surveys completed.



Areas of Strength:

Over 90% of respondents indicated:

- Clients feel their providers communicate with them in a way they understand, and believe their providers care about their recovery and wellness.
- The appearance of BHSD is welcoming, contacts with BHSD office staff are respectful, and they feel physically safe in the department.

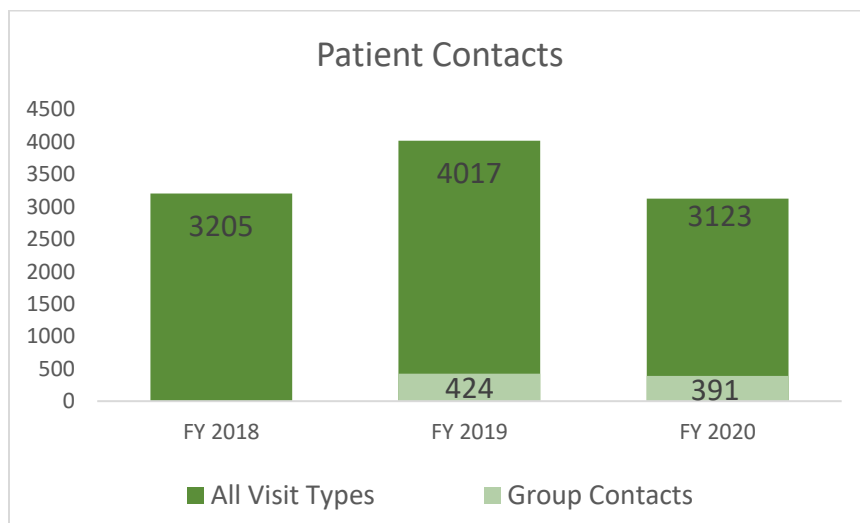
Over 85% of respondents indicated:

- There is shared decision making with their providers, providers are helping them make positive progress toward treatment goals, and their psychiatric providers answer their questions.

89.5% of respondents would recommend services from the BHSD.

Below are the number of patient contacts for FY 2018 through FY 2020.

The FY 2020 stats are not 100% accurate as the COVID pandemic created some challenges with coding Visit Types. During the early weeks of the COVID pandemic 'Telephone Encounters' were used to document client sessions. A 'Telephone Encounter' is not considered a Visit Type so those numbers do not appear in the statistical report run for Completed Visit Types.



BILLING DEPARTMENT

The Billing department is responsible for billing patient services and posting payments for all billable departments within the Menominee Tribal Clinic by utilizing computerized billing/accounts receivable software that is tied to the Clinic electronic health record systems that are used throughout the facility. The department also serves as the central cashier by collecting and receipting personal payments on patient accounts, date of service fees, eyewear, contacts, and selling Over the Counter (OTC) medications. The patient registration component of the department is responsible for registering all new and existing patients accessing clinic services by verifying tribal enrollment and updating any changes to address, phone numbers, and health insurance coverage each time a patient utilizes the clinic. The staffing plan of the department includes the business manager, billing office technician, patient registration coordinator, cashier/accounts receivable technician, four billing specialists, four coding specialists, and five patient registration specialists.

Patient Registration registered a total of 87,727 patients during the reporting period of October 1, 2019 through September 30, 2020. Compared to the previous year there were 6,639 less patients registered this year and that decrease is a direct result of the COVID pandemic response and limiting services at the Clinic. For the reporting period, seven of the twelve months all showed decreases however, the hardest hit months was March, 2020 through May, 2020 and again in August, 2020.

For the reporting period the billing staff processed \$21,852,766 in gross charges which is a decrease from the previous year of \$418,519; these charges reflect those that are billable to a 3rd party source and those that are not. The decrease is related to the impact of reduced services as a result of the COVID pandemic response. For the reporting period 76% of the charges had a billable 3rd party source (insurance) and 24% did not which resulted in an automatic write-off for Indian Health Service (I.H.S.) eligible patients. After claim adjudication by the payer, our collection rate for the reporting period was 55% leaving us with an adjustment rate of 21% as we do not balance bill amounts not paid by insurance to our I.H.S. eligible patients. Both our collection rate and adjustment rate increased when compared to the previous year; these two rates are impacted by changes to insurance plans, contractual obligations under any agreements, and what is covered under a particular plan.

Our staff continues to stay current with transactions in three different practice management/billing systems which directly impact the Clinic accounts receivable and Clinic revenue. The accounts receivable ending balance as of 9/30/20 was \$1,768,443 and is a combination of all three practice management systems. Our accounts receivable balance increased slightly when compared to the previous year. Cash receipts collected for services totaled \$9,413,254 and represents an increase from the previous year. The Clinic generates revenue from billing for services for patients who have Medicare, Medicaid, insurance through their employers, self-pay patients, eyewear, contacts, and OTC sales.

CONTRACT HEALTH SERVICES

Program Eligibility - Eligibility for CHS is based on requirements according to established Federal Guidelines 42 CFR 36.23. Effective October 1, 2008, Contract Health now requires paperwork, such as enrollment verification and proof of residency within the Contract Health Service Delivery Area, to be on file before eligibility or payments can be authorized.

The Menominee Indian Tribe requires individuals to participate in employee health insurance if insurance is available. By not taking insurance from work, patients make themselves and their families ineligible for Contract Health Services.

CHS is a payer of last resort as defined under 42 CFR 36.61 and is used when there are no other resources available. The CHS program is not an insurance program, nor should it be used in place of one.

Every year, the availability of funding for the Contract Health Program, determines the level of medical and dental care that can be provided. Contract Health Services has been able to provide Payment for Priority I: Emergent/Acutely Urgent Care Services and Priority II: Preventive Care Services. The medical priority is determined by clinical information such as condition of patient, rate of deterioration, potential morbidity of the patient, and expected outcome from treatment. Priority levels are:

CONTRACT HEALTH PRIORITY LEVELS:

PRIORITY I: EMERGENT OR ACUTELY URGENT CARE SERVICES; Diagnosis and treatment required to prevent immediate Death or serious impairment of health. Diagnosis and treatment of injuries or medical conditions, if left untreated, would result in uncertain but potentially grave outcomes.

Examples: Heart Attack, Fractures, Cancer Chemo and Radiation Therapy, Sepsis, Cancer

PRIORITY II: PREVENTIVE SERVICES: Primary health care that is aimed at the prevention of disease or disability. This includes services proven effective in avoiding the occurrence of a disease and services proven effective in mitigating the consequences of an illness or condition. **Examples:** Cardiac Stress Test, Diabetes maintenance, Medications not available at Clinic, routine mammography, PAP tests and colonoscopy.

PRIORITY III: PRIMARY AND SECONDARY CARE: Inpatient and outpatient care services that involve treatment of prevalent illnesses or conditions that have a significant impact on morbidity and mortality. **Examples:** Cataracts, Rheumatology, Neurology, Dermatology, Cholecystectomy, Endocrinology.

PRIORITY IV: CHRONIC TERTIARY CARE AND EXTENDED CARE SERVICES: Treatment of chronic conditions that have a less impact on morbidity and mortality. Treatment is elective and high cost. **Examples:** Hip and Knee replacements, Pain programs, Neurosurgery.

PRIORITY V: EXCLUDED SERVICES: Services and procedures that are considered cosmetic, experimental, or have no proven medical benefits. **Examples:** Services not covered by Medicare/Medicaid, Orthodontist, Lasik surgery, extended nursing home care and bariatric surgery.

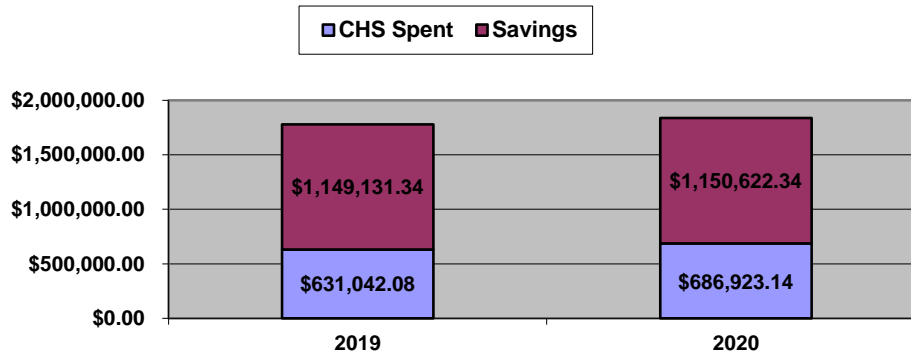
Patients, who meet the eligibility criteria, but the Medical/Dental Care are not within the current CHS Medical Priority, may proceed with referral and assume responsibility for payment.

Deferred Care: Contract Health received \$400,000 for Deferred Medical Care and \$ 50,000 for Deferred Dental Care. 402 patients were helped under deferred care in 2020. Deferred Care are those services, which requested by referral from MTC physician but Contract Health is unable to fund payment because it is not within Medical Priority. In order to be eligible for Deferred Care funding you must be Menominee.

Examples of deferred referrals are: Allergy, ENT, Ophthalmology (cataract), Orthopedics, Pulmonology, Radiology (MRI, CT), Rheumatology, Pain Clinic, Dermatology and Hearing aids.

Medicare Like Rates: The Medicare Modernization Act of 2003 included a provision (Section 506) requiring hospitals that participate in Medicare to accept Medicare Like Rates as payment in full when providing services to individuals under Contract Health Services Programs. We are able to use Medicare Like Rates on all Hospital Claims for the 119 patients we served with no insurance. CHS submitted 455 claims to Forest County Potawatomi Insurance Department for repricing.

CHS - Medicare Like Rates 2019-2020



Medicaid Eligibility Changes: On April 1, 2014 Medicaid was opened up to the large population of childless adults. CHS continues to screen individuals who use the MTC for their primary care. In a joint effort with Menominee Tribal Community Resource Center we were able to get 126 childless adults on active Medicaid this year.

Audiology: CHS is now responsible for scheduling patients for hearing tests and hearing aids at Baycare in Green Bay. This service is being provided under Deferred Care funds which means only Menominees are eligible for this service. 93 referrals were written and 55 approved by CHS; 23 patients have received hearing aids. This arrangement has worked out well for our patients. We have coordinated patient transportation with Menominee Transit to help with the extra travel required. Hearing aids patients receive should last for 5 years.

Pediatric Dental: CHS helped 103 children with pediatric dental care. These children were sent to Dental Haven \$294,581.10 and Thedacare Medical Center – Shawano \$2,857.32 = \$297,438.42. The addition of Thedacare Medical Center – Shawano is a new location for CHS patients; MTC pediatric dentist is providing this service: Dr. Kwarciany. This is a cost savings for CHS because we do not have to pay doctor fees because Dr. Kwarciany is an employee of MTC.

Tribal Health Sponsorship: The Affordable Care Act allows tribes, tribal organizations and urban Indian Health organizations to pay for health coverage premiums on behalf of American Indians. The Menominee Tribal Clinic has agreed to pay for Marketplace health insurance premiums for individuals meeting criteria. Due to the lack of in-network plans available in Menominee County CHS did not sponsor any patients in 2020.

Benefit Specialist: The benefit specialists process all referrals created by our Medical, Optical and Dental providers. We average 430 referrals per month in CHS office along with screening our patients for eligibility; the benefit specialists also assist patients with finding alternate resources of payment for medical bills. Examples of these programs include: Medicaid, Family Planning, Wisconsin Well Women's and Medicare programs. Medicaid applications are given to patients and taken to CRC for processing, we work together with CRC to make sure these patients are activated and backdated whenever possible.

The Benefit Specialists assisted 73 elders with filling out the SeniorCare applications and renewals. Contract Health paid the \$30 annual application fee for all enrollees. SeniorCare is a state program designed to assist elders with prescription drugs.

The Benefit Specialists assisted 5 patients with filling out applications for Patient Assistance Drug Program for expensive medications not available through our pharmacy. 21 referrals were made to the Tribal Elder Benefit Specialist to assist with Medicare Part A, B & D issues. 4 referrals were made to Social Security Disability and 3 have been approved.

We also work with the Great Lakes Tribal Benefit Specialist as we identify patients who may be eligible for Disability programs. Currently the Tribal Benefit Specialist comes to the Menominee Reservation to meet with our patients in their home or at the Menominee Tribal Clinic.

Med Data is located in Thedacare facilities and help our patients sign up for Badgercare while in-patient at the hospitals. These applications are faxed directly to Menominee CRC. This process is extremely beneficial for patient, hospital and MTC.

COVID 19: CHS staff stopped seeing MTC patients in the CHS office beginning in March 2020. We did all referral processing by telephone. This affected our numbers in some areas. While this has been challenging it has provided a safer atmosphere for all.

Insurance Programs and Contract Health: We also refer Employees to their employee sponsored Insurance programs. Some employees elect to drop insurance or not participate because of the cost. Their perception is that the Tribal Clinic will take care of all their medical bills, oblivious to the fact that by not taking the insurance, they will be ineligible for Contract Health Services. Benefit Specialists assist with Insurance questionnaires so medical bills can be paid. Contract Health will not pay medical bills if insurance denied payment because patient failed to return questionnaire.

Remember! Please call Contract Health Services with all appointments, scheduled surgeries, rehab orders, medical equipment, or anything pertaining to the approved referral. Each approved referral is for a certain provider and number of visits so it is important to keep our department informed, as it may be necessary to get another referral. Bring all bills and statements you receive to Contract Health so we can follow up on payment. Call ER visits in within 72 hours for consideration of payment. Elders are allowed 30 days to contact CHS for ER visits.

COMMUNITY HEALTH NURSING SERVICE

The Community Health Nursing Service provides a variety of services within the clinic and out in the community. The staff comprises 4 BSN RN's, 1 RN BSN MS (that is providing Care Coordination for MTC patients, also working with the Aging Division), one program assistant, and one receptionist.

Community Health Nurses Provide nursing services in patient's homes. Referrals for these services come from MTC doctors and outside hospitals and clinics. Requests also come from patients and family and are assessed for what is needed. Collaboration with other agencies and programs are utilized when needs indicate. RN's case manages the skilled nursing visits of this and on average assists 70-80 individual clients a month with a total of 4118 visits made over the past year. Provision of care has continued but is determined by the nurses based on COVID symptoms and risk what type of care can be safely provided.

The Immunization Program oversees vaccine use within the clinic. Vaccine used to immunize children primarily comes from the state of Wisconsin's Vaccine for Children's Program. A small inventory of vaccine is purchased by the clinic to immunize children who are not eligible to receive VFC vaccine. Adult Vaccine is purchased by the Clinic. Vaccines given are documented in the clinic record and onto the

Wisconsin Immunization Registry. Walk-in services for Immunizations have been reduced throughout the year due to COVID 19. A total of 5305 vaccines were given to patients.

Health checks were not available to children 3-18 years old in the CHNS department due to COVID 19. Health checks were not done on children at the Head start in October with CHNS, optical, dental, and nutrition department staff participating due to COVID 19.

Medication management for patients with Chronic Mental Illness is provided in Collaboration with Menominee County Health and Human Services, Community Support Program Staff and MTC CSP staff. We are presently assisting 12 clients with this weekly.

Skilled nursing services are provided to jail as requested. Inmate's needs are evaluated and appointments made when indicated. 113 inmates have been assisted with health concerns.

Influenza vaccines were offered at a drive through flu vaccine clinic held at the transit garage. 1700 of flu vaccines were given so far this year.

Community Health nurses are responsible to follow-up on communicable diseases reported by Menominee Tribal Clinic Physicians and in Menominee County. See attached Annual Public Health report statistics. Contact Tracing for COVID 19 was the primary disease follow up activity done since March 2020. MTC CHNS nurses are working cooperatively with the Shawano/Menominee County. Public Health to provide these services and ensure proper follow up of Communicable Diseases Occurs. As of October 30, 2020 there have been 309 confirmed positive cases of COVID 19 for the Menominee Tribal Jurisdiction and 14 for the Menominee county Jurisdiction.

HIV/AIDS Prevention and treatment services are provided using state grant funds. Quarterly meetings are held virtually with other tribal coordinators. HIV/AIDS/STD presentations at the School, College, and other community sites on prevention of the disease and treatment were cancelled due to COVID 19. This past year 4 patients have been assisted with case management services, linking them to resources and infectious disease doctors through the AIDS Resource Center of Wisconsin.

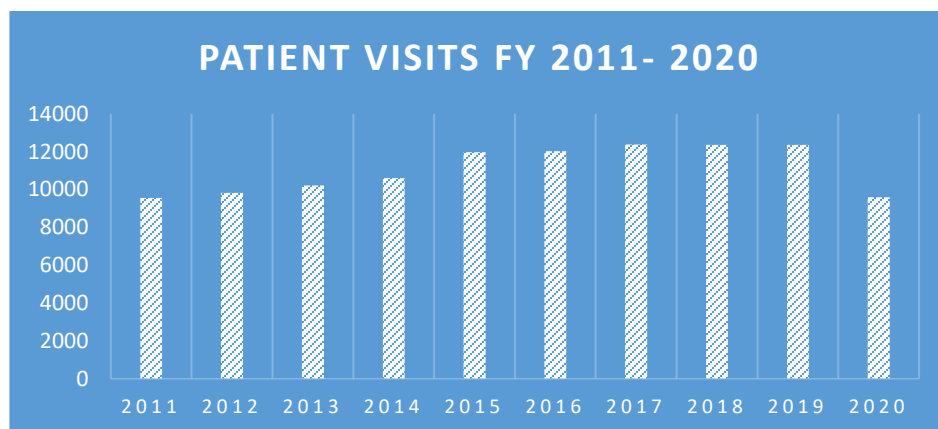
The Program Assistant takes care of the purchasing for the Department as well as AIDS, Health Promotion/Disease Prevention, Immunization Program and department. She assists with the car seat distribution, managing the loan closet supplies and helps staff with community events.

Car seats and booster seats were given out for children newborn to 8 years old who meet the criteria of Menominee or descendent and that live within the Contract Health Delivery area. Tina Shawano and Kim Hill are certified car seat technicians, Renata Maulson assists with the car seat program. This year a total of 60 car seats were provided to eligible children.

Rural Infant Health worker attempts to visit high risk newborns on the Reservation. Information is presented on baby safety, car seats, and immunizations; well-baby visits, and feeding habits. Weight checks are done. High Risk infants are discussed with the doctors and RN's and are referred to the Birth to Three programs at Menominee County Health and Human Services. If respite care is needed they are referred to MCHS. Post-natal questionnaires are performed on mothers; those with issues referred are to the Behavior Health Department. Comprehensive Home Visitation grant from Healthy Families America Initiative targets teen parents and their children.

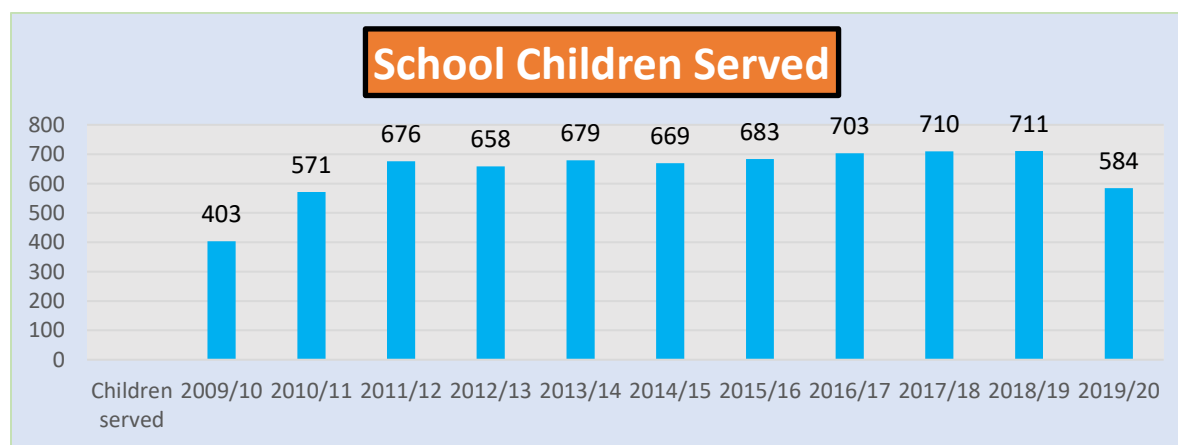
DENTAL CLINIC

The Dental clinic provides a full range of dental services: cleanings, fillings, crowns, bridges, extraction, dentures, and a variety of other services. We have a full-service dental laboratory that produces over \$400,000 a year in services for the Menominee Tribe (in normal years). We have eight (6) general dentists, one (1) full-time pediatric dentist, a part-time endodontist, and part-time pediatric dentist. There are four (4) dental hygienists and one (1) dental program director.



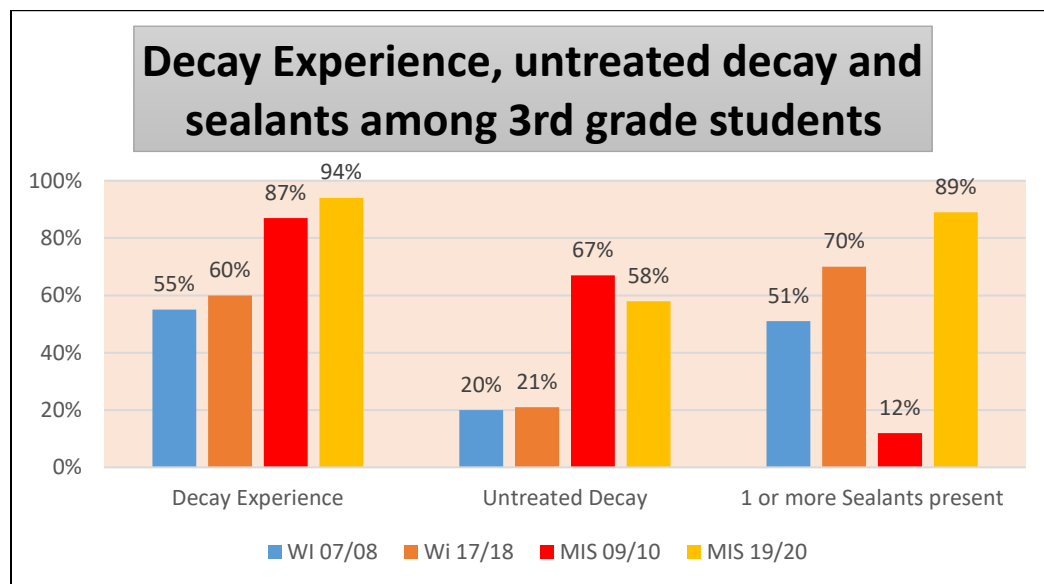
There were 1,868 no-shows in FY 2020 and 2,389 walk-in patients. In every category the patient visits were down due to the COVID-19 pandemic.

We continue to provide dental services at the Keshena Primary School, Middle School and Tribal School. The children are provided with all of their preventive care at the schools and the pediatric dentist sees the children for exams and treatment plans. This also allows us to follow “Trauma Informed Care” principles by allowing the children to stay in a familiar environment for much of their dental care.



Each year we examine Head Start and Daycare children. The children get fluoride varnish treatments at the centers three (3) times a year. We had 1,360 patient encounters in the 0-5 year old age group in FY 2019. The Medical Department offers fluoride varnish treatments at well-child visits and the WIC department offers oral health education to mothers and assists them with scheduling appointments for infants. Oral health education is provided to a variety of groups in the community including local schools, Head Start, health fairs and the annual diabetes conference.

Since the start of the school program there has been a 23% reduction in the severity (decayed/missing/filled). We have had 13% reduction in untreated decay among 3rd graders. Our preventive sealant placement numbers far exceed the Wisconsin numbers.

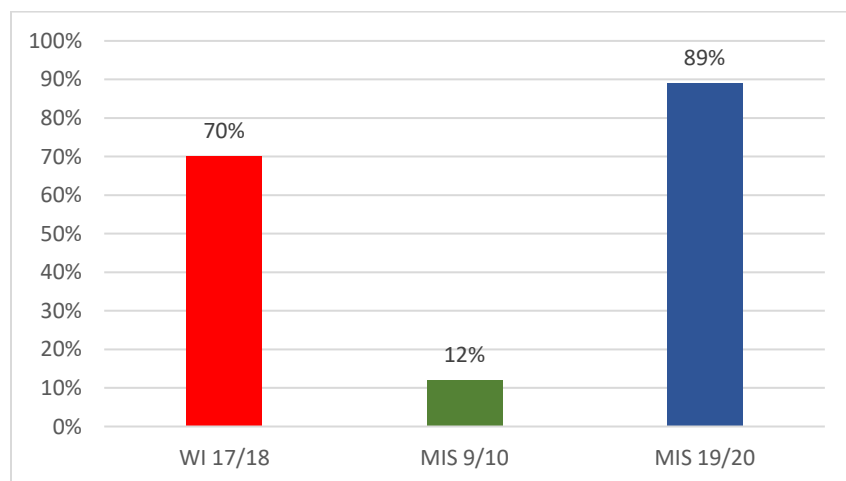


WI= Wisconsin Surveys, MIS= Menominee Schools. We have had an increase in sealants of over 700% since we started with the program in 2009.

Our rate of sealant placement for prevention is well ahead of the state percentages. When we started in 2009 it was well behind Wisconsin state.

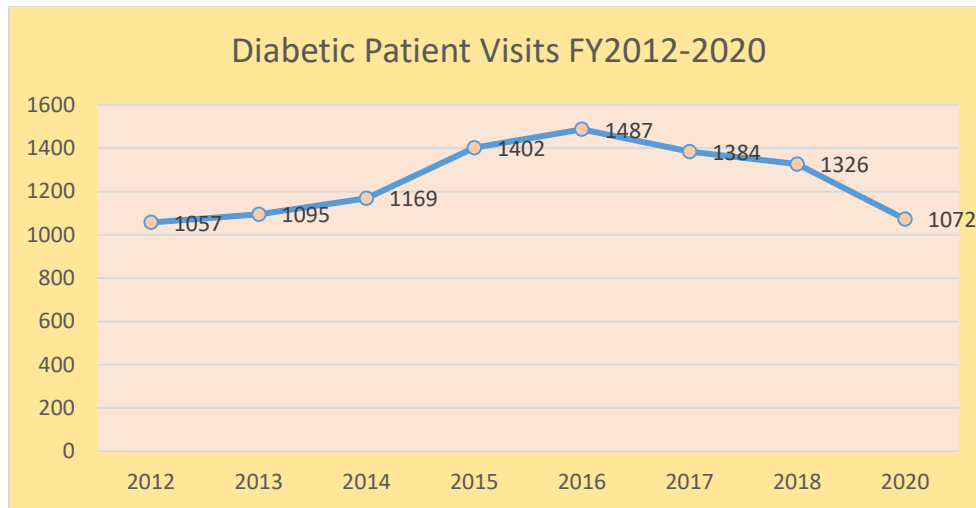
For our small children with a severe number of cavities we have expanded our ability to provide hospital operating room treatment, Dr. Don Kwarcianny is seeing patients at Thedacare - Shawano. We still have additional services from Dr. Hernandez.

3RD GRADERS WITH AT LEAST ONE SEALANT



WI: Latest state of Wisconsin Data; MIS: Data for Menominee School District
Reported by academic year.

We work with the diabetic program to provide oral health education and treatment to diabetic patients.
In FY 2019 we had 1,385 diabetic patient visits.

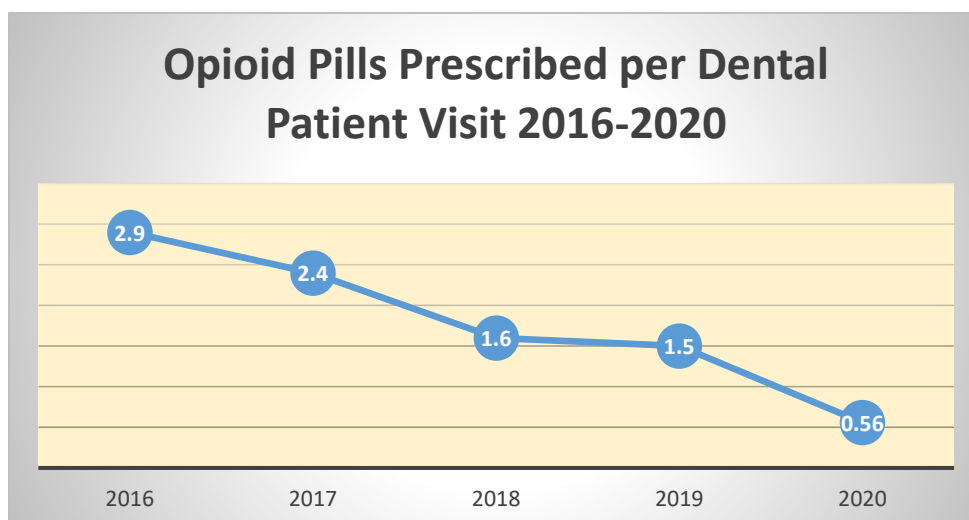


Due to the coronavirus pandemic we did not do a patient satisfaction survey in 2020.

In 2021 we will continue with our programs for children that are showing good results and look for ways to make them better. We will continue to collaborate with the community, the schools, medical, WIC and diabetes programs to provide effective preventive programs.

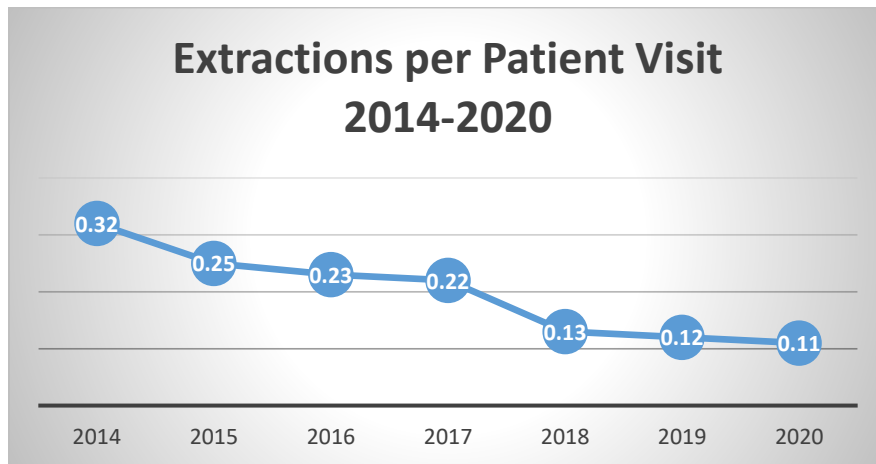
Since 2015 we have worked to decrease the number of opioids we prescribe.

- Use the Wisconsin PDMP to monitor patient use.
- Prescribe more NSAIDS (e.g. Ibuprofen) for patients who can take them.
- Prescribe fewer opioids in each prescription.



80% Drop in the rate of pills prescribed since 2015.

Most of the MTC prescriptions are given after extractions (pulling teeth)



We've decreased the rate of tooth extraction by 66% since 2013

We will continue to work to decrease the amount of opioids prescribed through a combination of patient/provider education and preventive programs.

SPECIAL DIABETES PROGRAM FOR INDIANS

The Diabetes Program at Menominee Tribal Clinic has been significantly affected by the COVID-19 Pandemic. Certain services that are provided by the program have been cancelled or done virtually. We have been unable to provide any group diabetes education or in-person group physical activity events. Virtual exercise events have been provided but participation was greatly reduced.

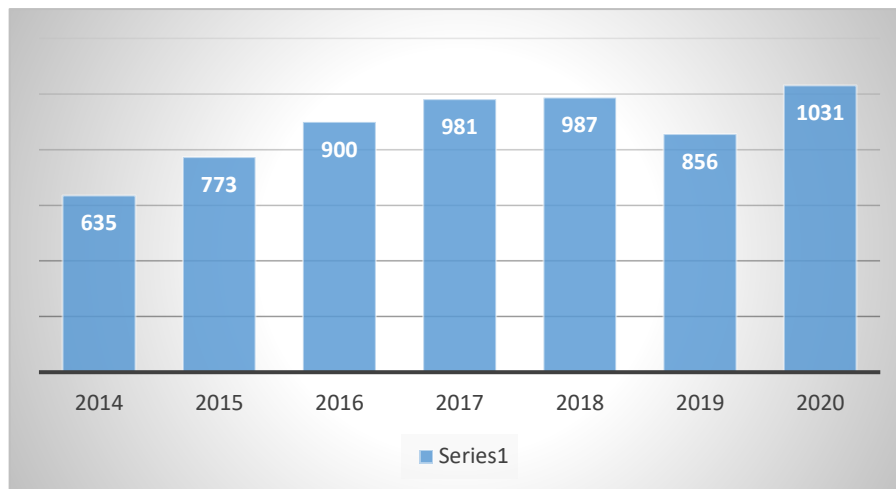
We were still able to provide diabetes education in person if the patient was being seen at the clinic and also via telephone (telehealth). We had an increase in patient contact numbers as we attempted to reach out to patients with telephone calls to check on not only their blood sugar control but also their wellbeing in general during this very scary pandemic time.

Some of the activities, events and other program collaborations listed in this report were done in late 2019 and/or early 2020 before the outbreak of COVID-19 began.

The Diabetes Program at Menominee Tribal Clinic provides a variety of services to the Menominee Community. These services are offered to all tribal members, their families and tribal employees. The services include physical activity events, educational conferences, nutrition counseling, cooking classes, podiatry services, one on one and family appointments as well as group education.

The Diabetes Program at Menominee Tribal Clinic, through the Special Diabetes Program for Indians Grant, provides testing supplies to community members, podiatry services and optical and dental supplies to assist with patient care in these departments. The program is also able to assist the pharmacy in purchasing one of the newer medications to help lower blood sugar in this population. Numerous educational and physical activity events are also sponsored. This grant funding will end in December of 2021.

There are currently 800 people on the Diabetes Registry with 4 of those patients being under the age of 18. The Diabetes Educator, the Exercise Physiologist and the Health Promotion Specialist have had 1,031 patient contacts collectively in the last year. The Diabetes Program was short staffed for 3 months of 2019 and 3 months of 2020 until an Exercise Physiologist was hired. The contracted podiatrist that comes to the clinic two days per month sees on average about 20 patients per month.



The Diabetes Team at the clinic works closely with the Clinic's Wellness Team, Community Health Department, and the WIC Department with Community Events. The Diabetes Team consists of the Diabetes Nurse Educator, the Exercise Physiologist, the Health Promotion Specialist, a Registered Dietitian, an Optometrist, a Dental Hygienist and the CHNS Director. These team members work to provide services with care and empathy as well as building trusting relationships with all patients. The team works collaboratively to ensure that our patients receive the education, support and supplies they need to manage their diabetes and practice self-care. All of the staff that makes up the Diabetes Team understands the benefits of on-going continued education on Trauma Informed Care and other Diabetes related topics, and therefore continually seek further education and training opportunities.

The Diabetes Nurse Educator and the Exercise Physiologist continue to spend time in the Medical department to provide easier and faster access to patients. This allows better access for patients so they do not have to make a second trip to the clinic to see ancillary staff.

The Diabetes Program collaborates and has MOUs with most tribal programs. We provide presentations for outside facility staff members and clients and assist Tribal entities with community events if they request help. The Diabetes Program is involved in improving the health and wellness of the Menominee Community. The Exercise Physiologist is a member of the Community Engagement Committee and is working with the Menominee Wellness Initiative.

An annual patient satisfaction survey is given to patients of the Diabetes Program at educational events, at clinic appointments and also via the U.S. Postal system. The satisfaction rating of the 2020 survey was a combination of excellent and good scores. The results of the 2020 survey was 88% were satisfied overall with the Diabetes Program at Menominee Tribal Clinic. Suggestions for improvement are always reviewed, considered and implemented if possible.

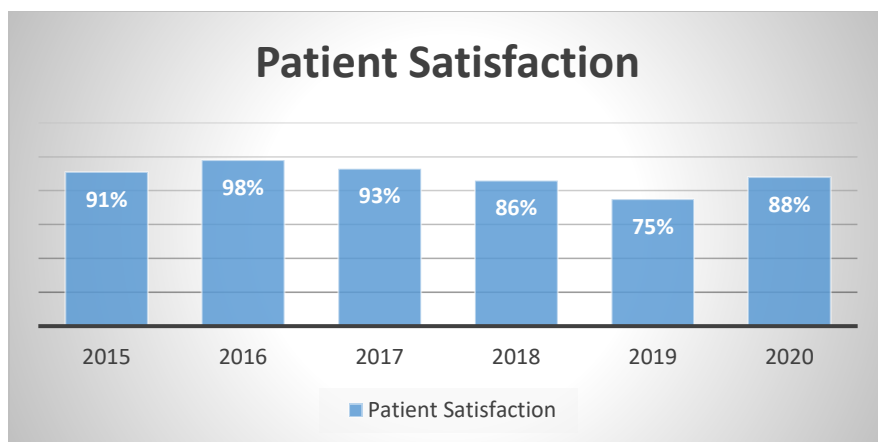


Chart audits of Diabetes patients are completed annually for Indian Health Service so they may provide a report for Congress on this grant funding. This audit information is also reviewed by the Diabetes Committee for continual program improvement. In the last year, patients who have an HgbA1C in the <8% range (which is considered optimal blood glucose control) has increased from 44% to 55%. Blood glucose control in this range has been shown to improve health outcomes and decrease rates of complications for people with Diabetes. Blood pressure in an acceptable range of <140/<90 has improved slightly from 60% to 61%.

The Exercise Physiologist provides a Senior Group Exercise Class at the Rec Center 2 days per week. Although the average attendance is 6 participants, it is a very successful class showing improvements in strength and flexibility of the participants.

The Exercise Physiologist will work with the schools implementing an afterschool program that will provide an additional physical activity opportunity for students. Along with the physical activity, he will provide education on Diabetes prevention such as healthy food choices, staying active and diverting away from non-healthy behaviors like smoking and drug use. He will also work with the Head Start children providing resources to increase physical activity in this age group.

The Exercise Physiologist is working with the Boy's and Girl's Club developing a walking club for Families that will provide physical activity opportunities during the COVID-19 Pandemic. This will revert to working with KPS and the Neopit site when students are able to return to school.

The Diabetes Program in FY2021 will continue to concentrate their efforts on the primary, secondary and tertiary objectives defined in the SDPI Grant. The Diabetes Program will also continue working in collaboration with the Wellness Program, the WIC Program and any other tribal programs that are offering health and wellness activities to assist community members on their journeys of wellness.

EMERGENCY MEDICAL SERVICE

The Menominee Tribal Rescue Service provides Basic and Advanced Life Support level 1 Services. Technicians provide assessment and care of the ill or injured patient. The Advanced Technician provides an advanced level of care as needed. Advanced care includes initiation of IV (intravenous) lines, and administration of specific medications beyond those the EMT Basic is allowed to administer. All of the Emergency Medical Technicians (EMT's) on the Menominee Tribal Rescue Service are licensed by the State of Wisconsin and provide service in accordance with State Laws, Rules, Standards and Procedures,

and Scope of Practice. Oversight of patient care aspects is provided by Dr. Keenan, the Service Medical Director.

The EMS department currently has six (6) EMT Basic and fourteen (14) Advanced EMT's of which five (5) are full time positions with two (2) full time positions vacant, and seventeen (17) are part time PRN positions. New Basic EMT's will train and upgrade to the Advanced level within two (2) years of employment. We continue to recruit as needed each year to maintain a good level of staffing. Our total number of EMT's has increased by three (3) this year. There is a national shortage of EMS workers and we have been working diligently to recruit new members from the community. There are three (3) students from the spring 2020 class still in the testing process which should conclude by the end of December 2020. There have been many hurdles to overcome with EMS classes due to the COVID-19 pandemic.

The basic training received by all EMT's includes the well-being of the EMT, taking care of yourself in order to take care of others, medical/legal and ethical issues, anatomy, lifting and moving patients, airway management, medical and trauma patient assessment, vital signs, communications, documentation, general pharmacology, respiratory emergencies, cardiac emergencies, acute abdominal emergencies, diabetic emergencies, altered mental status, allergic reactions, poisoning and overdose emergencies, environmental emergencies, behavioral emergencies, obstetrics and gynecological emergencies, trauma including bleeding and shock, soft tissue injuries, musculoskeletal injuries, head and spine injuries, age related issues, ambulance operations, access and rescue operations, EMS response to terrorism, basic life support and CPR (Cardio Pulmonary Resuscitation) CCR (Cardio Cerebral Resuscitation), There is a wide range of specific skills learned within each of these areas.

Other ongoing training includes EMT refresher class, CPR refresher, annual advanced skills refreshers, squad meetings, various trainings, conferences and seminars. This year, much of the training has been on-line or virtual due to COVID-19.

Our EMT's perform 12-Lead EKG acquisition and data transmission to the hospital as part of our cardiac treatment guidelines. This greatly enhances the ability for the emergency room physician to recognize cardiac issues prior to patient delivery to the hospital and for planning treatment options when the patient arrives at the hospital. Several patients have received definitive care in a more timely fashion through use of the cardiac guideline, including diversion directly to a Heart Catheterization Lab when indicated through use of the 12 Lead EKG report. This past year we have been working with a consultant to increase the services ability to respond to and treat time critical diagnosis (stroke, MI and trauma) patients.

Due to the COVID-19 Pandemic, many of the following services usually offered or performed throughout the year were either changed in how they were done or cancelled.

An organizational climate study was done in the department to look at ways to improve the service delivery, along with staff moral issues. Due to COVID, squad meetings have been suspended so this will remain as one of the priorities in the upcoming year.

Services provided to the community include: Ambulance and crew attendance at events such as the Menominee Tribal School fun day where we give tours and answer questions and at other local schools career day events, National Night Out Against Crime, the Tribal Daycare Fun Day and the St. Michaels Summer Festival where we offered EMS awareness information through a question and answer format and display, and an EMT speaker at the summer youth program training event. We provide a second ambulance and crew during the Menominee Nation Pow-Wow and summer youth Olympics, An

ambulance and crew are also provided where an ambulance is required such as at high school football games and cross country meets. We try to accommodate with attendance at community related meetings and trainings when requested and as time permits. This year we implemented an on-call plan to be able to staff a second ambulance at all times to assist with the rise in calls and possibility of transports to further away hospitals due to COVID-19.

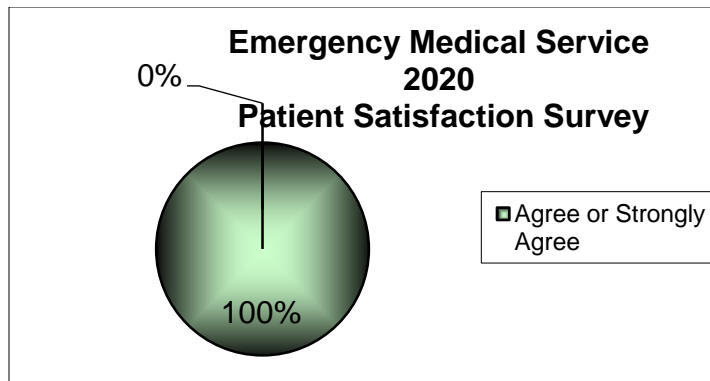
We are improving patient care by adapting how we conduct training and learning during the COVID-19 pandemic and in ways to continue working virtually in collaboration with the Tribe and various departments on the “Yācehtāwak” COAP/PAARI Program (Comprehensive Opioid Abuse Program / Police Assisted Addiction and Recovery Initiative) by virtually attending meetings, trainings, and also by providing training on the use of Narcan. Other collaborative efforts include the Diabetic Care Coordination project, Zero Suicide Project, Code Adam Emergency Response project with the Keshena Primary School, and the Elder & Disabled Emergency Contact Listing project.

CPR/AED Training is provided to all Clinic employees during classes scheduled quarterly. CPR mask kits / equipment and Automatic External Defibrillators (AED’s) are placed throughout the Clinic for use by employees in the event of a cardiac arrest. Due to the COVID-19 Pandemic, CPR training or recertification this year has been provided mainly to those who require it for a license or certification needed for credentialing.

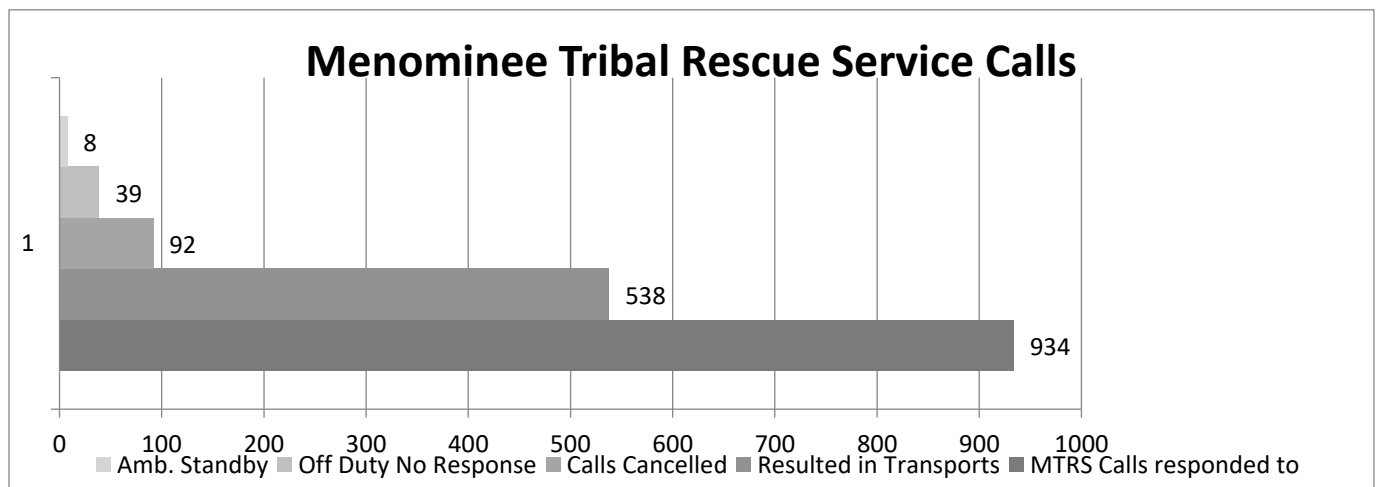
An equipment replacement plan is in place to ensure that older equipment is replaced by or before the time it reaches the normal life expectancy. Some of the items in the plan include ambulances, power cots and power-load systems, stair chairs, and 12 Lead monitor/defibrillators. We are currently working on replacing an ambulance and the power cot and power-load system equipment scheduled for replacement in 2020. The new ambulance is scheduled to arrive in late October or early November 2020 and will be equipped with the above mentioned items. We also purchased an Automatic chest compression device which will take the place of someone needing to do the chest compressions manually during CPR, reducing fatigue and thereby delivering consistent compressions.

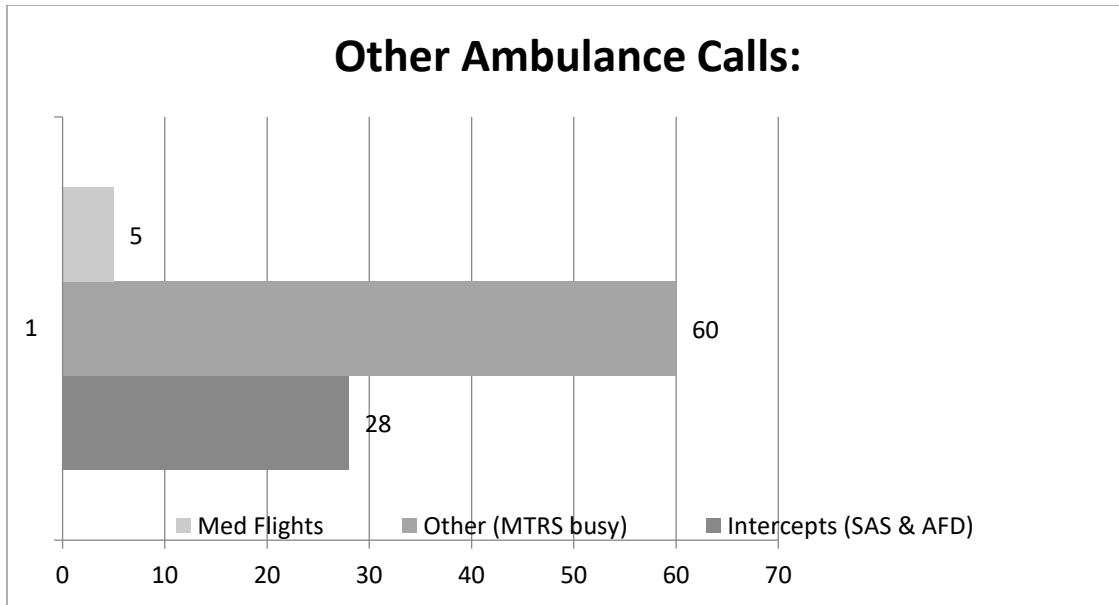
The power cots and the power-load system as well as the stair chairs and the new CPR compression device will continue to be of great benefit to our patients as well as our EMS crews. Powered cots and load systems are designed to handle a very heavy load which reduces the frequency of lifting injuries to our EMS crew and provides greater safety for our patients during handling and transport. Annual preventative and as needed maintenance are performed on this equipment.

One Hundred percent (100%) of respondent clients during a four (4) month period October 2019 through January 2020 using our services either agree or strongly agree that the ambulance crew was friendly, professional, and attentive, made them feel safe, and met their needs. Since February 2020 there have been no responses to the monthly survey.

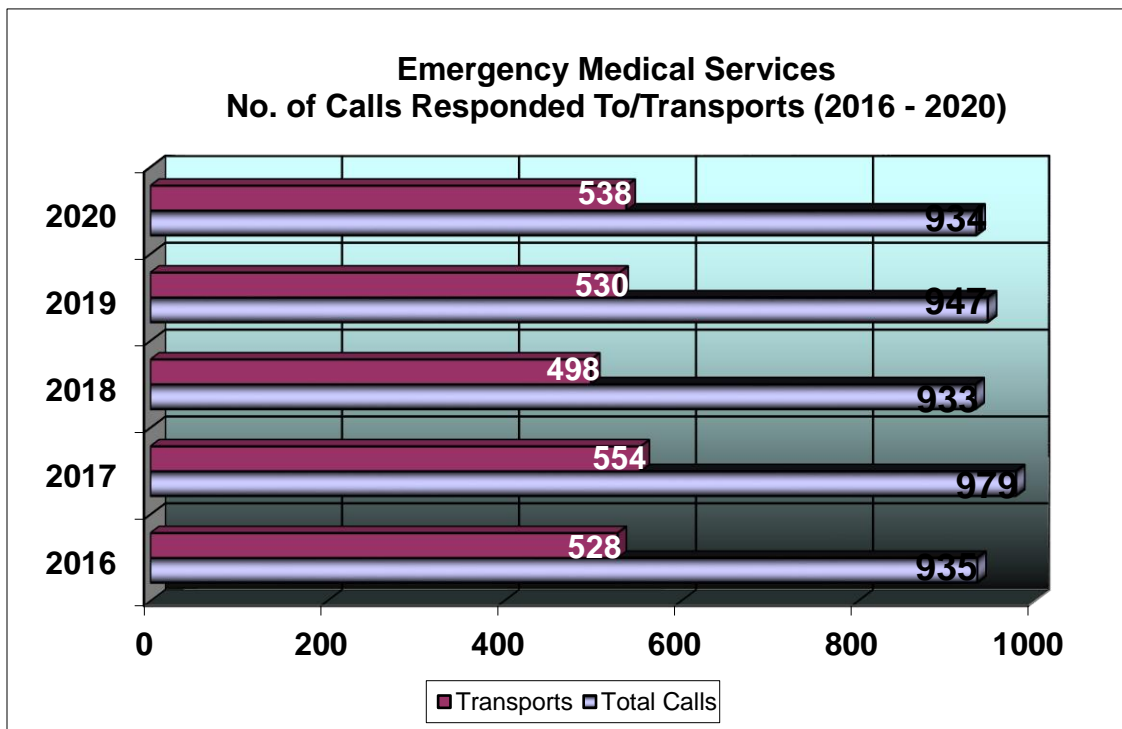


The Menominee Tribal Rescue Service responded to 934 calls and 538 patients were transported to a medical facility for definitive care. The remaining calls were not transported for reasons including an injury or illness not requiring a hospital emergency room visit, patient refusing medical care or transport, lift assist, calls cancelled or no patients found. Off Duty No Response calls while our ambulance is busy are referred to an outside ambulance service. Outside ambulance services were called upon 93 times for ambulance calls while our service was busy or for advanced life support Level 2 requiring paramedic services. These outside calls included, 60 ambulance calls while our ambulance was busy, 28 ALS Level 2 ground ambulance intercepts and 5 medical helicopter requests. These statistics are illustrated on the following two graphs.





The following graph illustrates a five (5) year history of the number of ambulance calls responded to and the number of ambulance transports to a medical facility for definitive care.



Information Technology Department

The Clinic Information Technology (IT) Department is an internal services department within the Menominee Tribal Clinic that supports all departments within the clinic with computer hardware, software telephone and Data networking needs.

The department supports numerous proprietary software programs unique to each department and specialty along with several medical devices that connect to the Clinic IT Network.

This year has been challenging for the department keeping up with all the changes related to the COVID 19 Pandemic response. The IT department had to quickly rearrange conference rooms into Command centers and secondary patient registration areas. We also reallocated exam rooms into Isolation rooms with associated computer equipment.

The IT department changed most of the equipment acquisitions this year to equipment needed for COVID 19 response. Numerous laptops, Web Cameras and desktop speakers were purchased to accommodate the shift from in person meetings to Virtual meetings including department head meetings.

Remote telehealth operations were set up for the Behavioral Health department and For the Medical Department for nursing home virtual visits.

The administration conference room was set up as a virtual conference center with large display screen and video conferencing capabilities. This room is now used as the COVID 19 Incident Command Center.

Numerous Laptops with Cases, Web Cameras, a conference phone for Incident Command and Software programs were purchased to transition Clinic Staff to remote teleworking and CHNS staff to remote work for contact tracing.

The Clinic IT Department had applied for a grant offered by HP Aruba for an external WIFI Access point for use in the parking lot COVID Testing operations. The application was accepted and we received equipment valued at over \$5,000.

Primary Focus of the department continues to be to keep all systems operational and functioning which we successfully did for the full year.

LABORATORY DEPARTMENT

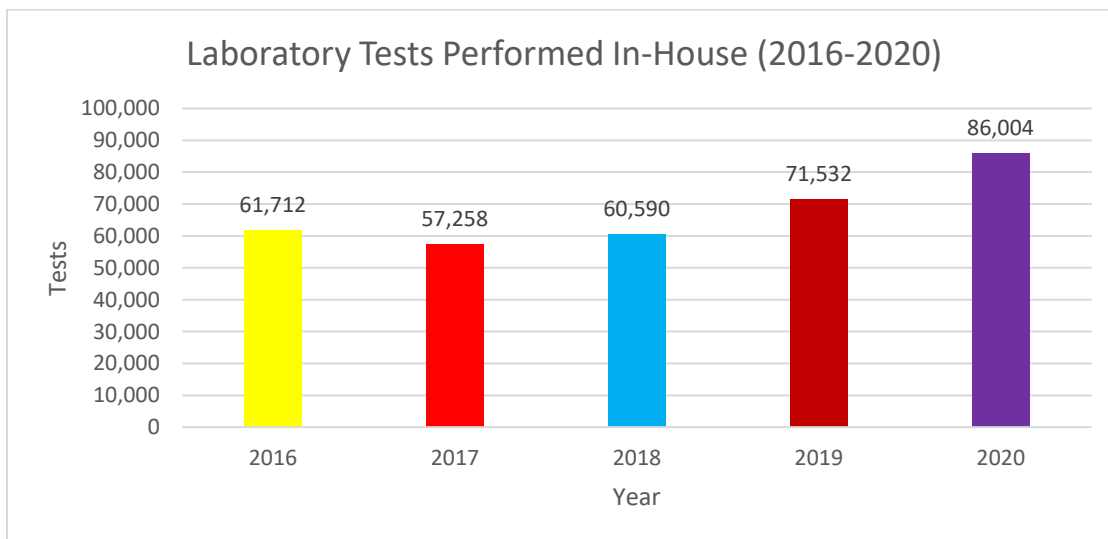
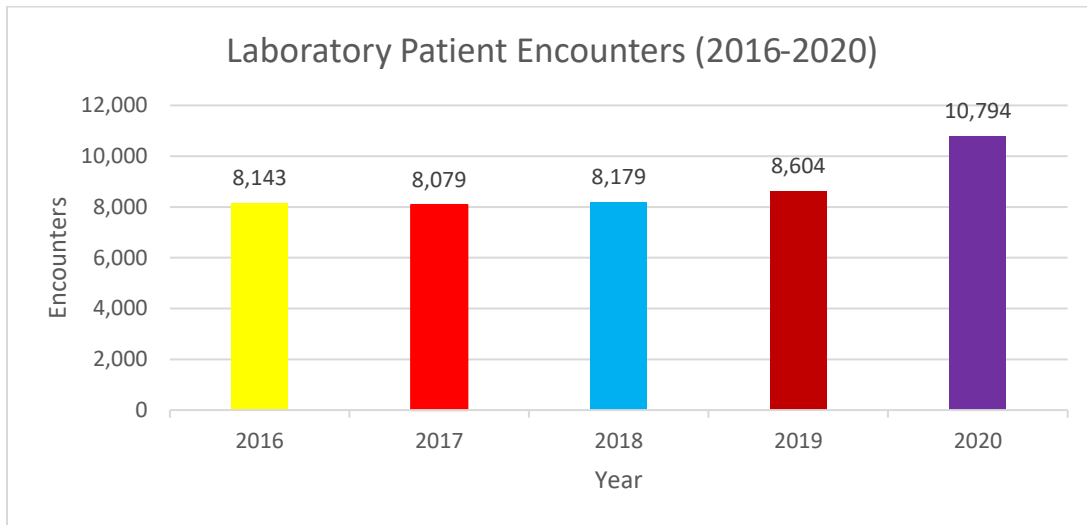
The Menominee Tribal Clinic Laboratory provides timely and reliable diagnostic services to physicians and other healthcare providers for the benefit of their patients. The laboratory plays a crucial role in the detection, diagnosis and treatment of disease. The Menominee Tribal Clinic Laboratory provides testing in the areas of Bacteriology, Virology, General Immunology, Routine Chemistry, Urinalysis, Endocrinology, Hematology, and Toxicology. New in April 2020 the Laboratory started testing for COVID-19 on the Abbott ID NOW analyzer. The Laboratory has 2 ID NOW analyzers. Laboratory staff also processes specimens for referral to outside laboratories for tests not performed in-house.

The laboratory is staffed with a Laboratory Department Manager, 2 Staff Medical Laboratory Technicians and a Laboratory Aide/Phlebotomist.

	<u>2019 Encounters</u>	<u>2020 Encounters</u>
PATIENT ENCOUNTERS	8,597	10,794
TESTS PERFORMED IN-HOUSE	74,967	86,004
TESTS REFERRED	8,450	7,673
DRUG SCREEN CLIENTS	97	62

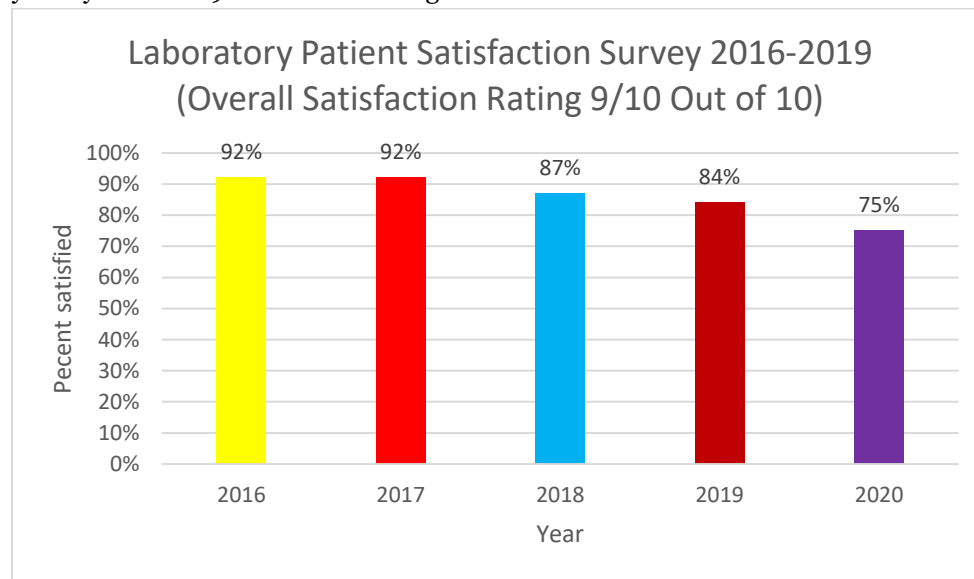
The Laboratory Department's Patient Encounters anticipated for 2020 is 10,794 which is higher (+25%) than last year's total. 86,004 tests are expected to be performed In-House on those clients, which is a

substantial increase (+15%) over 2019. The Laboratory Department in 2020 also expects to refer 7,673 tests to outside laboratories, this is a decrease (-10%) under the previous year. 62 urine Drug Screen sample collections for employers is expected to be performed in 2020, which is less than the number collected in 2019. The increases in patient encounters, tests performed in-house was due by the most part to the suboxone program and the fact that urine drugs of abuse screens are being performed in-house rather than referred to an outside laboratory. We currently are performing about 200 urine drug screens per month and that number continues to rise. Each urine drug screen tests for 13 different drug types. Many of the positive drug screen samples are referred to an outside laboratory for confirmatory tests. The drug program also had a big impact on the laboratory's budget, especially the program supply and contractual (reference lab) services line items. We are currently testing for COVID-19 in house. Averaging about 40 tests per day and sending out on average 25 tests per day to our reference lab. Early in 2021 we are expecting delivery of a new COVID-19 testing analyzer called the Cepheid GeneXpert System. This analyzer will be able to perform 8 tests per hour. The advantage of this analyzer is that it is a walk away system allowing techs to perform other laboratory tests while the COVID tests are being processed. This analyzer is also much more sensitive in detecting COVID-19.



In 2020, the Laboratory had a major change over of staff. David Hoffman retired. Sharon Backes took over as Laboratory Manager and the Laboratory Aide resigned. This all occurred in September. In September 2 new Medical Laboratory Technicians started and in October, the new Laboratory Aide/Phlebotomist started.

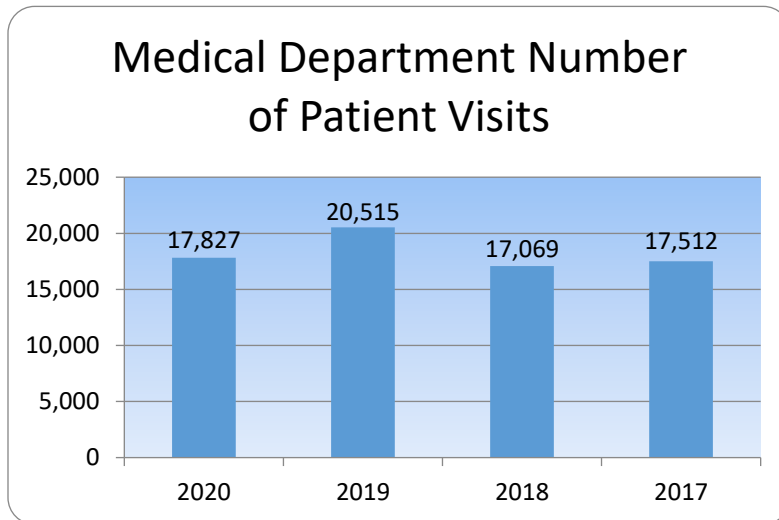
A patient satisfaction survey was conducted in February through March of 2019. The survey was comprised of five sections. The first section concerned background questions such as when their visit occurred and wait times. The second section regarded questions about our facility, such as ease and comfort and cleanliness. The third section concerned laboratory staff performance during the specimen collection process, such as friendliness and skill of the staff person. The fourth section contained personal issue questions concerning patient privacy and responding to their concerns and complaints. The final section requested the patients to consider all of the above areas and give an overall rating of the laboratory department's performance using a scale of 1 to 10 with 10 being the highest. 50% of the respondents graded 10, 25 % of the respondents graded nine for a total of 75% grading a nine or higher, which is similar to the previous year. Most of the written comments were positive. Survey size was limited this year by COVID-19 and Clinic closing for routine Medical services.



MEDICAL DEPARTMENT

The mission of the Menominee Tribal Clinic Medical Department is to provide primary medical care and treatment for patients of the Menominee Tribe. The medical department providers consist of seven (7) Family Medicine Physicians and four (4) Nurse Practitioners. The providers care for 22 elders in four (4) local nursing homes and there is also a Physician on-call 24/7.

This year the providers had an estimated 17,827 patient visits compared to 20,515 patient visits in the previous year. This number is significantly lower this year due to COVID-19 restrictions and focus during much of 2020. The physicians delivered 85 babies this year compared to 99 babies in the previous year. The birth rate remains relatively stable for the past several years.



The Medical Department provides Primary Care to patients and broad health services to treat the whole patient. The Medical Department offers comprehensive primary care services also including complementary services of massage therapy, chiropractic care and acupuncture.

Additionally, the Medical Department offers the community a Medically Assisted Treatment (MAT Program) for opioid addiction. A total of three (3) Providers are certified to treat Opioid addiction in the Medical Department. This program has been available since September of 2017. To date, 95 patients have been in the program and 45 are currently in treatment in the program. From January 2020 through October 2020 we have accepted 25 new patients into the MAT program at MTC. This program includes collaboration with Behavioral Health professionals at MTC and other agencies in the region.

The Medical Department offers two (2) Behavioral Healthcare Coordinators who meet with patients who have anxiety, addiction, depression, or AODA issues. The Medical Department also works in collaboration with the Optical Department to perform eye screenings for diabetic retinopathy in addition to providing point of care retina exam screenings using the Optos eye scanning equipment.

The Medical department works closely with the Diabetic Educator and Medical provides a nurse for a Podiatrist to work with on his visits to MTC twice monthly.

Medical now employs two (2) full-time physical therapists, a part-time and a full-time physical therapy assistant. This year Physical Therapy had 2,524 patient visits, compared to 2,941 visits in 2019. The reduction in patient visits is the result of COVID restrictions put in place during much of 2020.

The Medical Department continues to screen each patient 12 years of age and older for tobacco, alcohol and/or drug use, depression, and domestic violence. The department utilizes its two (2) full-time behavioral healthcare coordinators who can meet with patients that screen positive for any of these behaviors to offer additional help or referral options.

The department continues to operate under the IHS program of IPC (Improved Patient Care). This plan establishes care teams for the patient so there is more consistency and improved care with patients seeing the same provider or care team. The cornerstone of the program is availability of same day appointments to take care of urgent needs. This method of scheduling helps decrease patient no-show rates. Therefore more patients are able to access the care they need when they need it.

The majority of staff time and efforts during 2020 were spent on formulating and implementing plans to provide patient care during the COVID-19 Pandemic. Considerable thought and planning went into patient testing protocols, patient isolation, and follow-up care for COVID-19 patients. The Medical Department worked with other departments in the clinic to develop an outside testing facility and processes.

The COVID-19 Pandemic further illuminated the need for a nurse dedicated to the health and wellbeing of employees at MTC. A new position was created and a full time Employee Health Nurse was hired to manage the requirements of OSHA's Respiratory Protection Program, Blood-Borne Pathogen Prevention Program, Employee Contact Tracing, and employee wellness education and activities.

COVID-19 caused the Medical Department to make some changes in its delivery of patient care to ensure the health and safety of employees and some of our most vulnerable patients. We began offering telephonic visits to patients so they could continue their medical care under the supervision of their own providers without having to leave the safety of their own homes. In addition to offering telephonic visits with providers we also implemented a Telehealth Video Visit option for elders who are living in area nursing homes. This technology helped ensure that the elders were under the dedicated care of our providers while ensuring that the virus wasn't being inadvertently brought into the nursing home potentially causing devastating illness and additional health complications.

The Medical Department acquired new technologies this year to help support the health and wellbeing of expectant mothers and our future generations. In 2020 a 4-D ultrasound was acquired. This advanced ultrasound technology which is used to monitor and assess the growth and development of fetuses replaced the older 2-D technology. Additionally, the Medical Services department purchased a new NST (Non-Stress Test) machine. Acquiring this technology allows the department to offer a service that patients previously needed to travel outside the community to obtain.

Other notable improvements made in the Medical Department during 2020 include the implementation of "safety needle" technologies to further decrease the risk of employee injury and illness by preventing needle sticks from contaminated sharps. Additionally, a "Black-Box" medication waste collection was implemented to ensure that partially used vials of medication are safely disposed of so they don't enter the waterways and ground water.

MEDICAL RECORDS

There has been a staff reduction for the Medical Records Department; there are currently three technicians, the supervisor position has been phased-out. The Lead Medical Records Technician has taken over a majority of these duties with Medical Records Technicians A and B taking over the remainder of the duties.

It is our responsibility to provide accurate and timely disclosure of protected health information, scanning and filing of various reports and documents into patient electronic health records, preparation of statistical reports for several clinical departments on a scheduled monthly basis as well as upon request, and orientation of department function and access of services to new employees is provided as needed are some examples of the services provided by the department.

Transcription service and reception desk coverage was provided to the Behavioral Health Department during times of staff shortage. Staff have assisted with assembling of personal protective equipment due to the COVID-19 Pandemic.

HIPAA Privacy Law and Wisconsin State Law are followed regarding access to patient health care records as a guide in processing authorization to release protected health information. The department received \$6033.22 for photocopies/disclosure services from sources such as US Social Security Administration, various insurance companies, attorneys, and workers' compensation to name a few. An average of 205 disclosures per month of protected health information are being processed (data being collected since April of 2020).

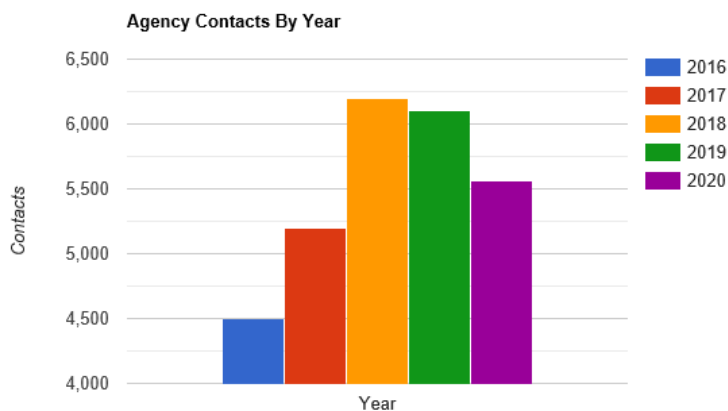
Staff attended Basic Life Support training, Clinic Employee In-service/training, webinar and phone conferences including Wisconsin Statewide Health Information Network (WISHIN) webinar, and Wisconsin Medical Society webinars Provider's Right to Charge Copy Fees and a Patient's Right to Access Records, Camera's and Patient Recordings: Maintaining Patient Privacy and Confidentiality, Mental Health and Substance Abuse Records: Putting Together The Puzzle.

NUTRITION SERVICES

The Nutritional Services department continues to be a part of Menominee Wellness Initiative which AIM is to improve the community's access to healthy food and fitness/wellness opportunities. Although, like other programs, the department was adversely affected by the COVID pandemic and had to scale back the outreach to the Menominee community. Staff continue to be an integral part of the Community Engagement Workgroup focusing on childhood obesity. Several community agencies are in collaboration on this important opportunity.

We continue to, in a limited, yet creative capacity, focus on meeting the outpatient needs on the clinic's diabetes and cardiac patients. Gathering of statistics and implementation of Medical Nutrition Therapy have occurred this year as we strive to focus on the elevating rates of obesity and diabetes on the reservation. We continue to see earlier Type II Diabetes diagnosis and therefore earlier, more successful, treatment of the disease.

This year's activities included: Virtual Pow-wow walk (124 participants), providing assistance to the Boys and Girls Club for the virtual Menominee Diabetes Relay which was held in August (374 participants), Head Start Snow-shoe events. In addition, seasonal walks, and nutrition challenges, were held in collaboration with the Diabetes and Wellness Program and tribal agencies. The state Senior Farmers' Market Program was offered for the 12th year to the Menominee Reservation. Successful distribution of vouchers was held through limited contact issuance at the Keshena Primary School and the clinic.



The number of agency contacts per year has risen dramatically over the past four years, but unfortunately the pandemic decreased our reach this year. The graph above represents the total number of patients, students, clients and local agency contacts the department has made each year. Increase can be traced back to two efforts: 1) the department's obesity prevention efforts along with Collective Impact efforts to work synergistically with local agencies in coordinating policy change related to childhood obesity and 2) the department staff getting out into the community to work with families and individuals through community events and home visits. New this year, through work with the Tribal Administration, we were able to secure funding through the CDC and GLITC for a \$500,000 grant centering on chronic disease piloting a program with the Boys & Girls Club.

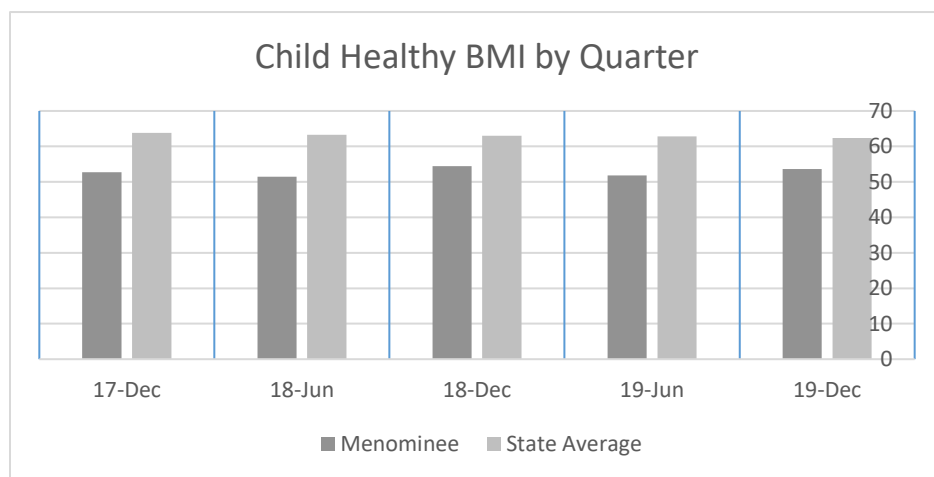
As stated above, the department spent the majority of its resources on obesity and diabetes treatment and prevention. Major concerns for the upcoming years will be to provide adequate funding to meet salary and administrative needs. It is vital that local funding support be provided to ensure quality of care to the Menominee People is not diminished.

WIC DEPARTMENT

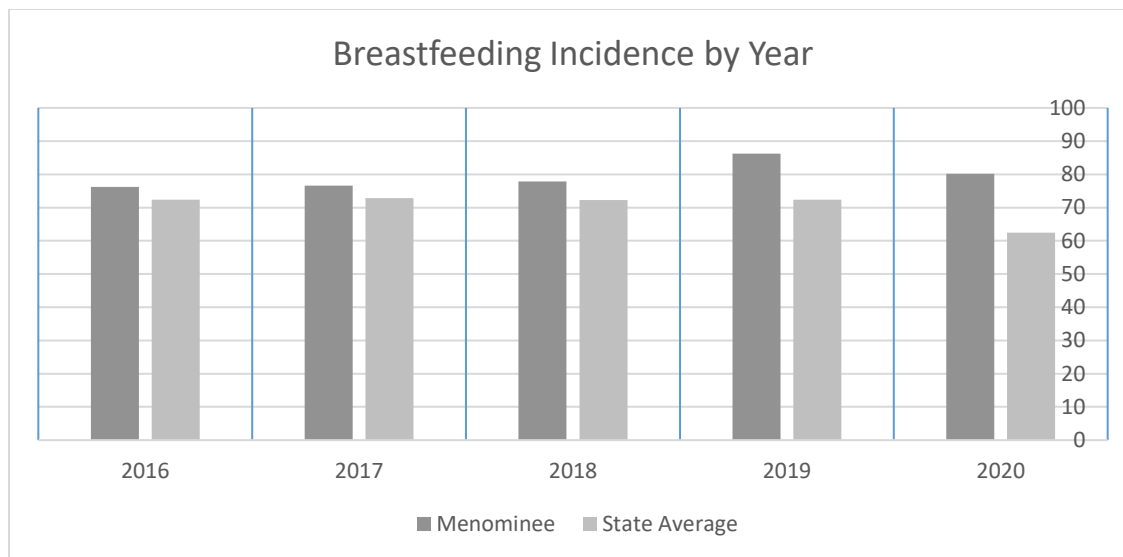
The Women, Infants, and Children (WIC) Program provides valuable nutritional and prenatal counseling to the Menominee Indian Tribe of Wisconsin. WIC aligns with the strategic plan to promote and ensure community and individual responsibility toward healthy lifestyles, by providing assistance with childbirth classes, breastfeeding classes and consultation, and smoking cessation referrals, all showing a strong commitment to the future generations on the Menominee Nation.

Notable highlights from this year include:

The WIC Director has been an active member of the Community Engagement Workgroup. With a major focus on childhood obesity, the WIC program is a key partner in setting and administering policies and programming to improve the health status of the Menominee community. The table below illustrates the immediate impact the WIC Program can have on childhood obesity as we continue to move toward the state average in healthy weight status of our youth.

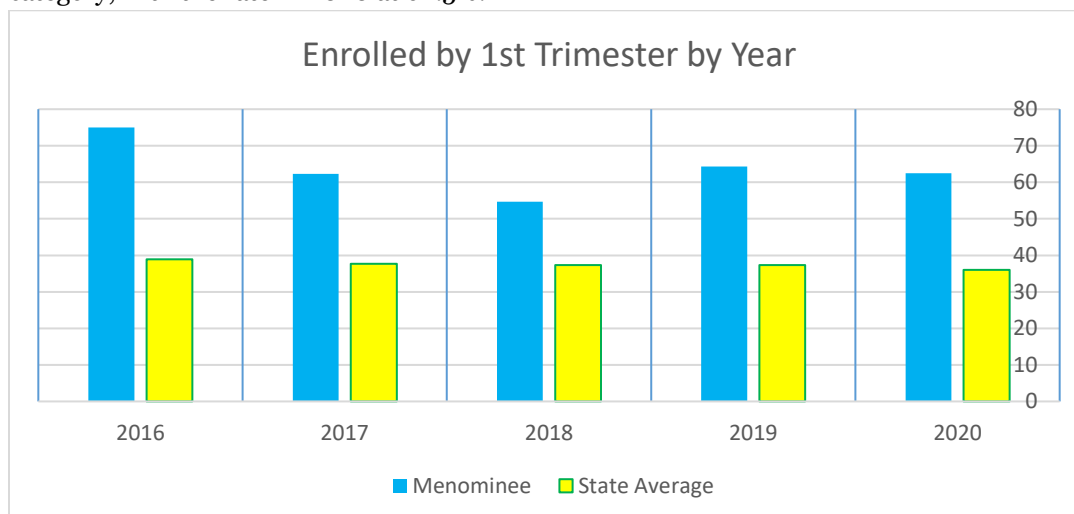


The tribe continues to be a leader in the state regarding breastfeeding rates. Breastfeeding Incidence continued trending at or above the state average and duration rates improved over the year which was the local goal of the program. The graph below shows the breastfeeding incidence for moms that are enrolled in the WIC program with Menominee at its highest ever 86.2% incidence rate.



The focus on improving breastfeeding rates has made it essential to continue local and state funding of the lactation consultants fulltime. The dietitians and staff for our WIC Program planned events during World Breastfeeding Week this summer.

The graph below shows the percentage of mothers that enroll into the WIC program within the first trimester of pregnancy. Studies have continuously shown that the earlier clients enroll in WIC, the healthier the pregnancy outcomes. Menominee has been consistently ahead of the state average in this category, with the rate in 2020 at 62.5%.



Government reports still showed that for every dollar spent on the WIC program, \$2 is saved in health care costs related to the WIC population. As per our statistical information, we have shown improvements in the prenatal health of the Menominee Nation. We currently have 1.7 FTE paid through the State WIC funding, so we have stretched the dollars that we receive to its furthest level. We have additional local funding for the remaining 1.0 FTE which is vital to our program's existence. It is important that the department receives adequate funding from the tribe if we wish to continue to address the health and nutritional needs of the population.

OPTOMETRY

The Optometry Department consists of (2) two full-time Optometrists, (1) one part-time Optometrist and (3) three full-time optometry assistants. The clinic is open Monday through Friday from 8:00 a.m. to 4:30 p.m. Services provided include comprehensive eye examinations, chronic eye disease care, acute/urgent care, contact lens services, low vision services, pre and post-operative surgical eye care, walk-in clinic, eye glass dispensing and eye glass repair.

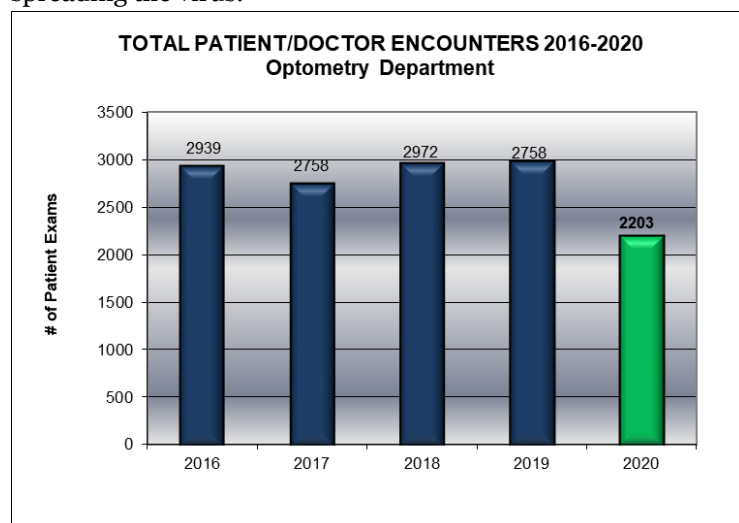
COVID-19 Pandemic and the Optometry Department

In March 2020 the Menominee Tribe issued the initial COVID-19 emergency order which limited our services to urgent and post-surgical patient encounters. The number of patients seen within the Optometry Department dropped significantly. Dr. Chelberg's duties as Deputy Clinic Director were focused on helping create the MTC Incident Command structure. Since the COVID-19 pandemic started in March, Dr. Chelberg has been primarily serving in the Clinic's Incident Command with only minimal patient encounters. Dr. Keszó and the rest of the Optical Staff have managed the department very well and were able to successfully see all acute and urgent eye care requests and post-surgical examinations.

Since emergency orders were enacted by the tribe in March the Optometry Department has been able to maintain vital services of eyeglass and contact lens ordering and dispensing. Since patient access to the clinic was extremely limited, Optical staff created a running system to deliver eyeglasses and contact lenses to patients while they waited in their cars at the Main Entrance.

In addition, Optometry staff willingly served outside the walls of the eye clinic to assist with other COVID-19 related clinic responses. They worked in cooperation with the Dental, PT, Contract Health, Billing, Behavioral Health, Nutrition and Pharmacy Departments to assist with screening patients at the Clinic's Main Entrance and also performed running duties in the Pharmacy medication running system.

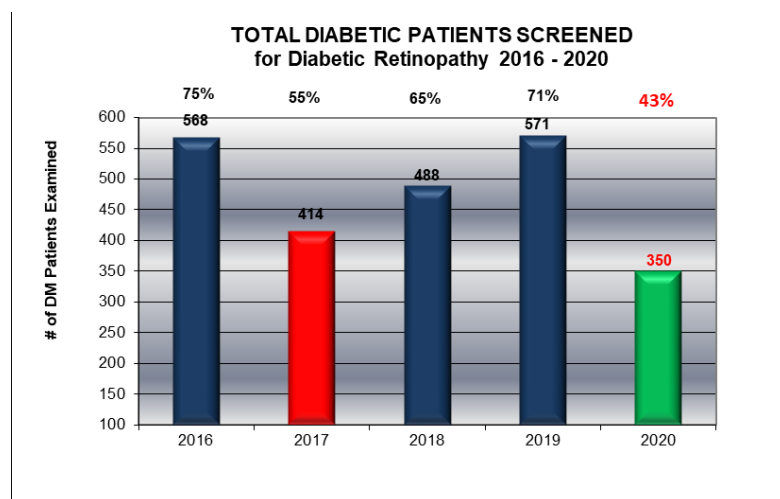
PATIENT ENCOUNTERS: Patient encounters were significantly lower in 2020 due to COVID related shut downs and the resulting limitations on routine patient care. Since September 2019 there was a **23%** decline in the number of patients receiving care in the Optometry department. We project that patient numbers will be very similar in the coming year if COVID restrictions remain in place. These COVID mitigation strategies are in place to protect the health care providers and patients from contracting and spreading the virus.



DIABETES CAMERA PROGRAM in Medical Department - Expanded Services:

Detecting and monitoring pathology associated with diabetes remains a top priority for the Optometry Department. The CDC, Indian Health Service and published studies have shown Native Americans are at higher risk of developing diabetic retinopathy, cataracts and glaucoma; all of which can significantly impair vision and even cause permanent blindness. Therefore, we recommend that our patients with Diabetes are seen annually to obtain a dilated eye examination. Annual eye exams allow us to detect eye related diabetic complications early so we are able to intervene sooner to prevent vision loss.

Since 2015 when the Diabetes Camera Program was implemented it has raised our diabetic retinopathy screening rates from the historical average of 45% to more than 70%. Our goal one day is that 100% of our diabetic patients will be screened annually.



The year 2015 was the first year of the camera program. The graph above shows the annual diabetic retinopathy screening numbers since 2016. The red bar in 2017 represents the year where the camera program was not operational. (Due to construction of our new clinic and renovations of the Medical Clinic the camera program had to be suspended for most of 2017. In addition, due to technical difficulties with hardware in 2018 the camera program was only operational for 6 months.)

2020 showed another significant drop-off in the number of patients screened for Diabetic Retinopathy. This year was the lowest screening rate in the past 10 years due to COVID restrictions which resulted in decreased access to the Optometry and Medical Departments.

The graph shows how tremendously important the Medical Camera Program is in improving our diabetic retinopathy screening rates! It also shows how COVID mitigation strategies impact patient access to care. Clinic leadership is hopeful that we will continue to open up the clinic going into 2021 and allow for the tremendously important diabetic retinopathy screening occur. This program will continue to be a vital tool in preventing vision loss due to Diabetes in the Menominee community!

COMMUNITY ENGAGEMENT: As a result of COVID-19 and emergency order restrictions put schools and organizations that we routinely interact with were either closed or employees were furloughed.

Annual Vision screenings that are typically scheduled in September were cancelled at all the local schools including Menominee Early Childhood centers in Keshena and Middle Village, Keshena Primary School, Menominee Indian Middle School and the Menominee Tribal School in Neopit. It is our hope to reschedule these screenings once schools re-open.

Speaking and teaching engagements schedule with the Diabetes Program, Aging and CMN have been delayed due to organizational closures or COVID-19 mitigation. These engagements will be pursued and rescheduled in 2021 as COVID emergency closures are removed.

UPCOMING PROJECTS: School Vision Examination Program – In October 2018 optometry examination equipment was installed at Keshena Primary School. After vision screenings are performed elementary school students will be referred for full eye examination with an MTC Optometrists. Establishing an eye examination lane in the school district will allow the doctors to perform vision examinations and provide glasses to children at school. This increases access to care and gets vision correction to the children much sooner. Correcting vision early does have a positive impact on a child's ability to learn. When children are successful in school then communities become stronger! In addition, Dr. Chelberg received a \$47,000 grant in the spring of 2019 to purchase equipment for an additional eye exam lane at the Menominee Tribal School. Both the KPS and Tribal School Vision Programs are on hold until the COVID related school closures are lifted.

PHARMACY

The Menominee Tribal Clinic Pharmacy provides the Menominee patients with medications and appropriate information about these medications. The pharmacy staff has increased to 6 pharmacists, 2.5 technicians, 3 pharmacy aides and 3 pharmacy runners. Gary Lewandowski is retiring as Pharmacy Director at the end of December 2020. Gary Hanson took over as Pharmacy Director in September.

The Pharmacy implemented curbside prescription delivery in March to protect community members and clinic staff from the COVID-19 virus. This process is more labor intensive and required additional staff. The Pharmacy also started using a medical check in computer program to transfer patient data from the outside to registration and pharmacy. A mobile shelter and covered area are being prepared for future prescription dispensing. This project is expected to be completed and in use during the month of November 2020.

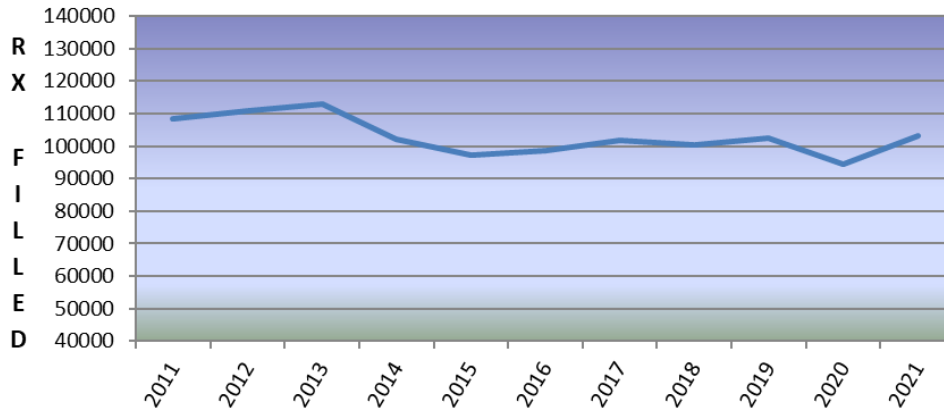
The Pharmacy & Therapeutics Committee did not meet in person this year. Additions to the formulary were made via email voting. The Committee continued its efforts to add medications that our community needed or which would decrease the MTC payments to outside pharmacies. Since the last annual report, we added 12 new drug entities or strengths and deleted none. Wound care medications, pain medications and antipsychotics were added this year.

In 2020 we will have served about 56,000 patients. The Pharmacy will dispense approximately 95,000 prescriptions in 2020. These numbers are lower compared to last year due to the COVID-19 shutdowns at the Clinic. For 2021, I estimate we will dispense 103,000 prescriptions. The busiest day since the last annual report was February 18, 2020 when we filled 802 prescriptions in one day.

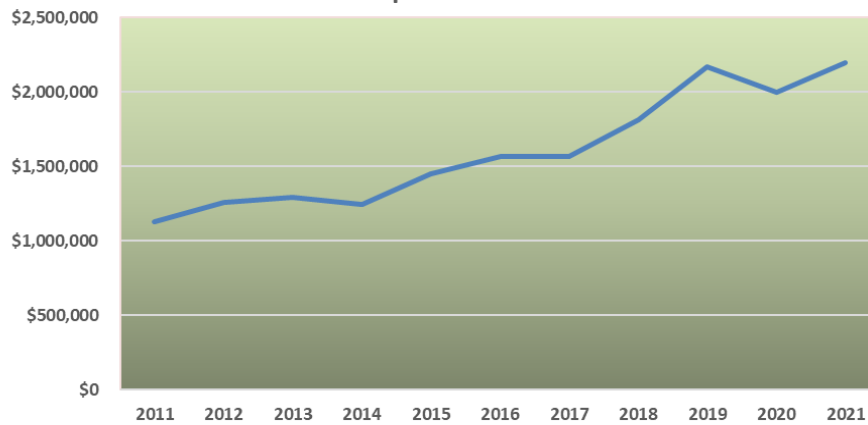
In 2020 I estimate we will spend nearly \$2 million on medications and supplies which is less than projected. For 2021, I estimate spending will be near \$2.2 million for medications.

The Patient Satisfaction Survey was not done this year due to COVID-19.

Prescriptions Filled Stats



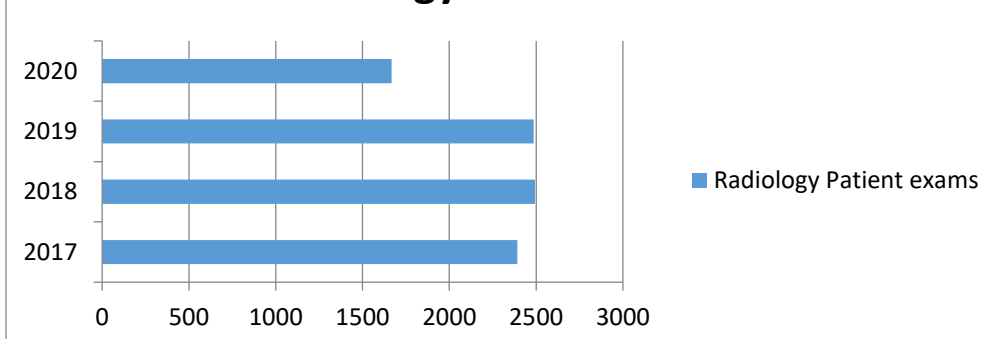
Dollars Spent Per Year



RADIOLOGY

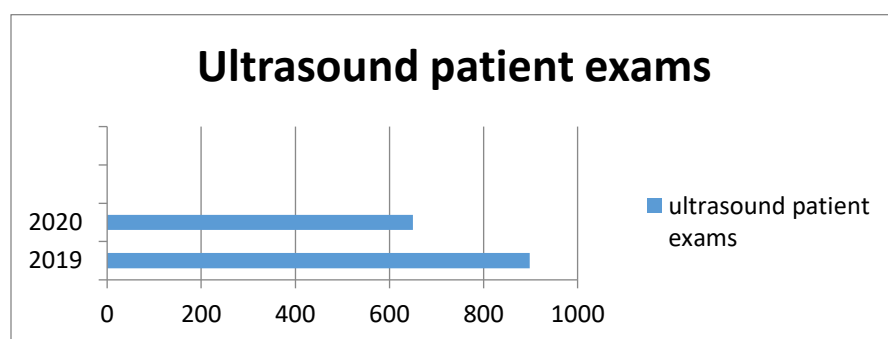
Imaging for 2020 has been an ever adjusting model with all the curveballs the current pandemic has been sending everyone's way. We have been able to remain open to serve the Clinic in any way possible. Our total volume of patients is slightly less than prior years due to the limited scope in which the clinic has been seeing patients. Imaging has been available everyday within the clinic with x-ray reports on average being available for providers within 15 minutes of completion of exam.

Radiology Patient exams



Imaging is staffed by 2 full time technologists and 2 PRN technologists. 1 full time position is radiography and 1 full time position is Ultrasound/radiography/manager. The PRN technologists have been great in insuring that imaging is always available. On top of imaging duties, the full time staff members have also been assisting with inventory for the clinic both keeping track of and deploying necessary PPE to others within the clinic.

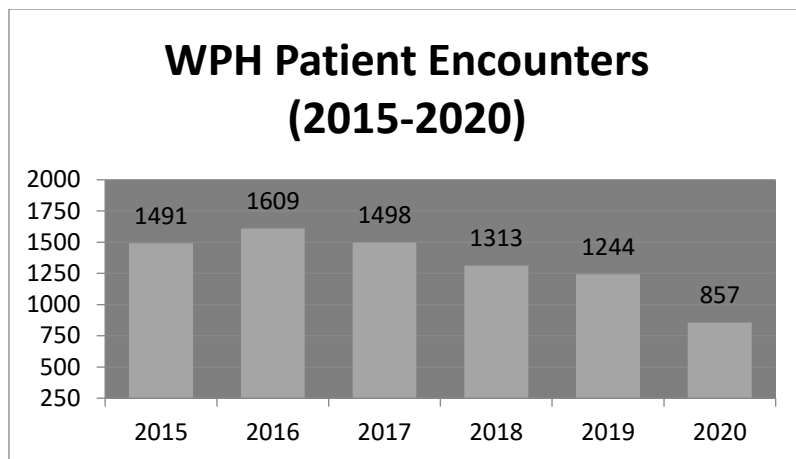
Ultrasound has still been a huge benefit to the providers in improving patient care. We have added Echocardiogram services here at the clinic with patients being able to get in normally within a day of the order being placed to even same day services if urgent and reports back within 24 hours of exam. Especially during this time when it is important to try to limit travel for our patients the best we can it is a huge benefit being able to provide such high end imaging studies right here at the clinic. Ultrasound is on track to match last year's numbers of patients served and only expect to expand with the addition of echocardiograms.



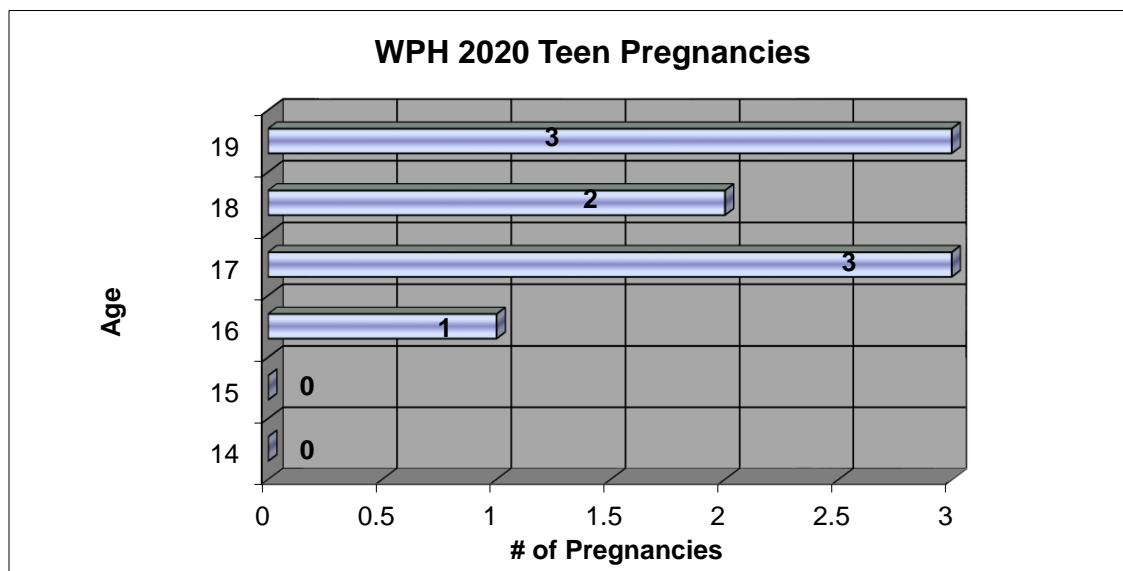
WOMEN'S PERSONAL HEALTH

The Women's Personal Health (WPH) Department at the Menominee Tribal Clinic provides a number of reproductive health care services for women and men of all ages. The WPH Department is responsible for providing accessible pregnancy testing, STD testing, contraceptive services and education, initial prenatal assessments, prenatal education, HIV counseling and testing. Referrals for mammograms and for women's health care screenings are also offered. Male patients are provided with vasectomy information and assistance with signing up for Family Planning Only BadgerCare Services if uninsured to pay for the procedure. STD information and testing are offered to male patients. Contraceptive information and condoms are provided for male patients upon request. The WPH staff consists of two (2) Registered Nurses and respects the autonomy of the patient to make choices and decisions affecting their reproductive health status.

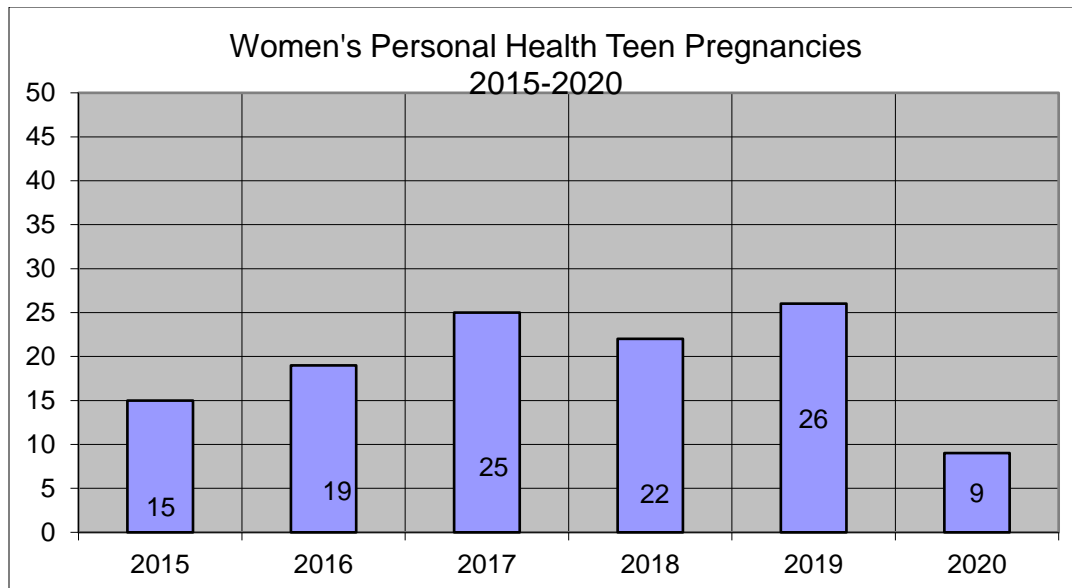
The WPH program provided 857 client encounters this grant year. This is a decrease from 1,244 last year. Forty one (41) school visits were provided for individual pregnancy testing, contraceptive supplies or contraceptive administration at the Menominee Indian High School, Student Health Center, and Middle School this year. The WPH program provided a Teen Clinic once a week at the Menominee Indian High School, provided visits as needed to students at the Student Health Center, and provided monthly visits to the Menominee Middle School to offer sexual health education and contraceptive counseling to any students looking for information, STD testing or considering contraception. The funding comes from the Maternal Child Health Women's Health Grant. Teen Clinic/School visits discontinued in April due to Schools closing for COVID-19 precautions.



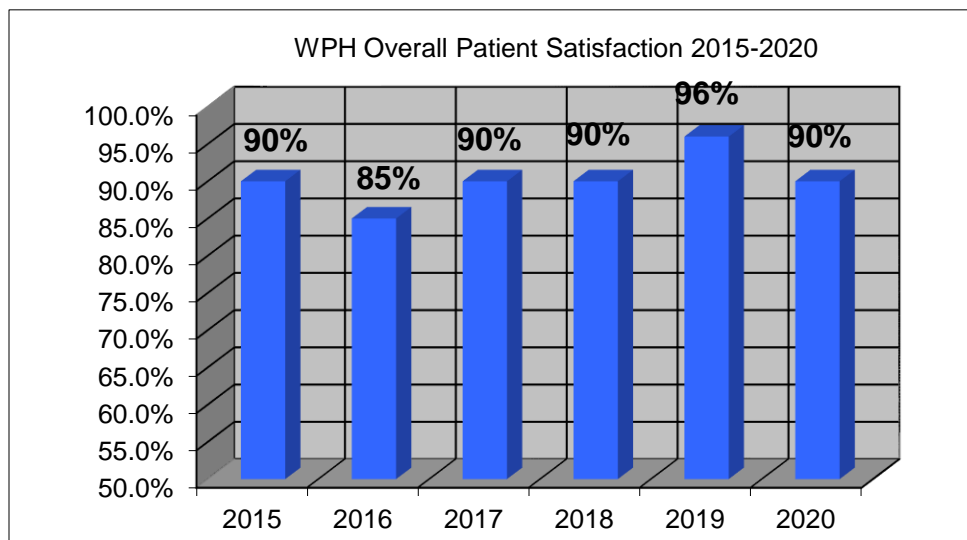
The WPH program provided service to 124 new OB patients this grant year. The total number of teen pregnancies was 9, a decrease from 26 in 2019. Three (3) of the high-risk OBs who qualified for Prenatal Care Coordination enrolled in the case management program offered through the WPH Department. Gift incentives are not offered to new mothers when they attend their prenatal medical appointments due to COVID-19 precautions. WPH Department provides prepared childbirth classes every other month for an afternoon, assists with the Teen Parent group at MIHS monthly, and schedules patients to meet individually for prenatal education if preferred. The average numbers of moms and partners for the Childbirth Classes was two (2) participants. Childbirth Classes discontinued in March due to COVID-19 precautions. Pregnant mothers are given resources for Online Childbirth Courses. Funds are from the MCH Women's Health Grant. The First Breath Program is an incentive program for mothers to quit smoking. The number of participants was 2.



The annual numbers of Menominee Tribal Clinic teen pregnancies have averaged 15 to 25 for the past few years. This year was a drastic decrease in the number of teen pregnancies to 9. The WPH staff has participated in the Wisconsin DPH Women's Health-Family Planning/Reproductive Health conferences, WI Annual STD Summit, and the Prenatal Care Coordination Meetings. All the Meetings switched to a Virtual Format after March 2020



Another service provided is the Wisconsin Well Women's Program. This is a referral program for women with no insurance or other means of health care payment to be referred for mammograms and cervical cancer screenings free of charge. This year 22 women were referred for mammogram screenings through this program. This is a slight decrease from last year at 23. October is Breast Cancer Awareness month. Women's Health/Diabetes Health Programs had a Women's Health Fair at the end of October 2019 at the Community Rec Center in Keshena. Eighty (80) participants from the community had attended. The Women's Health Fair promoted Breast Cancer Awareness and other Women's Health Awareness information and promotional products on breast/cervical cancer, menopause, diabetes, osteoporosis, and other female health concerns. Funds are from the WI Well Women's Program Grant.



The Patient Satisfaction Survey for rating the staff indicated a lesser approval rating in services from last year. The number of patients that completed the Survey was much less than previous years due to providing remote patient care as much as possible for COVID-19 precautions. Patients rated the WPH Department in the areas of accessibility, confidentiality, and waiting times such as time waiting for tests to be performed, test results, and time in the waiting room.

WELLNESS

The Wellness Department merged with the Special Diabetes Program for Indians (SDPFI) and continued to provide a variety of services both within the clinic and out in the community.

Sustainability of Community events: The Wellness Department, along with the help and support of other departments, had planned to hold their annual events, such as the Pow Wow Walk/ Run, the Menominee Veterans “Spirit of Warrior Walk,” and the Menominee Strength Contest, however due to limitations as a result of the COVID-19 pandemic, these events were postponed.

The Wellness Department also had planned on providing support and sponsorship of several community events, held by other tribal departments, that encouraged areas of Wellness, such as the Woodland Boys & Girls Club, the Police Department and different youth sporting events, however the majority of these events and programs were cancelled/postponed due to COVID-19. The Fitness Specialist and the Exercise Physiologist’s grooming of the Menominee High School X-country and snow shoe trails decreased due to weather as well as both of these positions being vacant for a period of time.

The Clinic’s Certified Tobacco Treatment Specialists (CTTS), Tracy Hanneman and Brandon Waupekenay, continued to promote smoking cessation, prevention of early commercial tobacco use, and smoke free environments within both the clinical and community settings. Tracy met the requirements for recertification of her CTTS through Mayo Clinic for another 2 years. Along with the required CEU’s, Tracy participated and completed many trainings and webinars to advance her knowledge and competency in

There were 438 total visits/patient encounters for smoking cessation among the two Certified Tobacco Treatment Specialists. The increase in visits compared to last year are a result of having two full-time CTTS’s located in two differing departments within the clinic and therefore able to provide a greater availability to patients. Referrals from other clinic and non-clinic departments/programs increased from last year which allowed us to serve a greater number and variety of patients. Tracy continued to oversee the wellness budget and ordering of nicotine replacement products and other program supplies.

An annual confidential smoking cessation client satisfaction survey was once again either given to patients to complete after their appointments or received them via postal mail. The survey rated such things as; did they feel staff was knowledgeable, friendly, non-judgmental, competent, and professional; did the service meet their needs; were departmental services found to be accessible & received in a timely manner, and whether they would recommend program to others. Client’s satisfaction scores fell in the categories of excellent and good, which were consistent with past surveys completed.

Tracy Hanneman continued to serve as the representative for the Menominee Indian Tribe for the Wisconsin Native American Tobacco Network. WNATN works with Wisconsin’s 11 Tribes and respects the unique cultural and ceremonial use of tobacco while pursuing the prevention and elimination of commercial tobacco abuse by utilizing best practices. WNATN collaborates with communities to promote cessation, prevent commercial tobacco abuse and second hand smoke, educate on the difference between ceremonial and commercial tobacco as well as works along with GLITC, IHS and state and federal representatives to support continued funding opportunities. Tracy attends meetings, participates in conference calls and manages the yearly grant award from the State of Wisconsin Tobacco Prevention and Control Program (TPCP); ensuring requirements of the grant are met. Participation and attendance of these events declined compared to last year due to the vacancy of the GLITC’s WNATN Director Position on two separate occasions.

In 2019 the Health Promotion Specialist requested and reviewed a report which presented the number of Diabetic patients on our Diabetes Registry that reported that they were actively using any form of commercial tobacco/nicotine. From this report, Tracy chose patients to form a target group which consisted of patients that had a diagnosis of Diabetes, were actively using any form of commercial tobacco and had A1c's that were higher than 8. Cessation counseling and ongoing follow-up and support was provided to these individuals with the goal of increasing their understanding of how tobacco use affected their Diabetes management, assessed their readiness to quit, provided NRT/cessation meds if applicable, provided on-going cessation and relapse prevention counseling either in person or through telehealth sessions. Work with this target group is still active and therefore final results of this intervention have not yet been determined as gathering of data is still occurring.

College of Menominee Nation

Chris Caldwell, Interim President

PROFILE – LEADERSHIP AND PERSONNEL

On January 19, 1993, the College of Menominee Nation (CMN) welcomed 41 members of the Menominee tribe and two others with Menominee ties as the institution's first students. All were enrolled in general education classes being taught in a rented building on the reservation. As the tribe's 2019-2020 fiscal year ends, CMN enrolls students in 14 academic programs leading to bachelor's and associate degrees, and in diploma programs in four technical/trades fields. The College counts 1,230 people as alumni and serves hundreds each year at its 52-acre flagship campus in Keshena and an urban location in metropolitan Green Bay.



CMN is chartered by the Menominee People and designated by the Bureau of Indian Affairs as a Tribally Controlled College. Its accreditation is through the Higher Learning Commission (hlcommission.org). In 1994, the College gained Congressional Land Grant authorization, recognition that is held by only two other institutions in Wisconsin. Along with academic degrees and technical education diplomas, the College provides community-based research, outreach programming, non-credit courses, workshops, conferences, and a variety of services for adults and youth.

CMN is a member of the American Indian Higher Education Consortium (AIHEC) and a partner institution with the American Indian College Fund, among other affiliations,

Christopher Caldwell became the College's Interim President on February 24, 2020, through appointment by CMN's Board of Trustees. Founding President Verna Fowler (Ph.D., University of North Dakota) led the College from 1992 until 2016. CMN's long-time Chief Academic Officer, Dr. Diana Morris (Ph.D., Ohio State University), served concurrently as Interim President in the 2016-2018 period, followed by Dr. Paul Trebian (Ed.D., Phoenix University), who held the Presidency in 2018-2020.

The CMN Board of Trustees provides independent board-level oversight of the College. All Trustees are enrolled in the Menominee Tribe. Trustees are listed here with occupational titles and with higher education institutions where they studied:

Board Officers 2019-2020

- Virginia Nuske, *Chairwoman through Feb. 7, 2020* – retired – Northeast Wisconsin Technical College, UW-Green Bay, UW Oshkosh and University of the Philippines

- Gary L. Frechette, *Vice Chairman through February 7 and Chairman beginning February 7* – Programmer Analyst, WEC Business Services, WEC Energy Group – B.S., Milwaukee School of Engineering; M.S., Marquette University
- Drew Lacefield, *Vice Chairwoman beginning February 7* – Counselor, MITW – B.S., UW-Milwaukee; M.S., Concordia University

Board Members 2019-2020

- Crystal Chapman-Chevalier, Director of Community Development/Utilities, Menominee Indian Tribe – A.A., College of Menominee Nation; B.S., University of Wisconsin-Green Bay; M.S., University of Wisconsin-Platteville
- Shannon M. Chapman, Tribal Education Director, Menominee Indian Tribe – B.A., St. Norbert College; M.A., Marian College of Fond du Lac; University of Wisconsin-Milwaukee
- Lori Corn, *Board term ending May 15, 2020*, School Administrator/Principal, Menominee Tribal School – B.S., St. Norbert College; M.S., Marian College
- Michael Delabrué, Information Technology Specialist, Menominee Tribal Clinic – A.A., College of Menominee Nation; B.S., University of Phoenix; M.S., St. Joseph's University
- Sara LaBarge, *appointed in April to fill Ms. Nuske's unexpired term*, Director, Marketing and Strategic Partnerships, American Indian Graduate Center – B.A., St. Norbert College; M.S., University of Wisconsin-LaCrosse
- Jesse Waukau, Finance Project Leader, Global Services FP&A, GE Healthcare – B.B.A. and M.S., University of Wisconsin-Milwaukee, CPA

(Honorary: Ada Deer, retired – B.A., UW-Madison; M.S.W., Columbia University)

CMN's regularly employed faculty and staff in fall 2019 numbered 75. Forty-two were enrolled or descendant Menominee. Eight others were affiliated with other American Indian tribes. Eighty-eight percent of these employees hold academic or technical credentials, and sixty-six percent have earned advanced degrees at the Master's or Doctoral levels.

Officers of the College during 2019-2020 year were:

- *Until February 21, 2020*, President Paul F. Trebian (B.S. and M.A., University of Wisconsin-Milwaukee; MBA and Ed.D., University of Phoenix)
- *Effective February 24, 2020*, Interim President Christopher Caldwell (A.A., College of Menominee Nation; B.S.; UW-Madison; M.S.; University of Wisconsin-Green Bay)
- *Through December, 2019*, Chief Academic Officer Diana Morris (B.S., Franklin University; M.A. and Ph.D., Ohio State University)
- *Effective May 29, 2020*, Interim Chief Academic Officer Geraldine Sanapaw (A.A., College of Menominee Nation; B.S., Silver Lake College; M.B.A. Lakeland College)
- *Until June 30, 2020*, Chief Financial Officer David Betzig (B.S. University of Wisconsin-Whitewater, CPA)
- *Effective July 1, 2020*, Interim Chief Financial Officer George Otradovec (A.A. and B.S., College of Menominee Nation)

Director, Manager and other upper-level administrative positions at CMN are held by enrolled or descendant Menominee. Among them were Darla Asenbrener, Manager, Purchasing (A.A., Northeast Wisconsin Technical College); Christopher Caldwell, Interim President/Director, Sustainable Development Institute (A.A., College of Menominee Nation; B.S., UW-Madison; M.S. UW-Green Bay); Melinda Cook, Chief of Staff (A.A. and B.A. College of Menominee Nation); Debra Downs, Technical Education Coordinator (B.A., Concordia University); Rebecca Edler, Sustainability Coordinator/Acting Director, Sustainable Development Institute (B.A., Silver Lake College; M.A., Lakeland College); Maria Escalante, Director, Library (B.A., UW Oshkosh; M.A. and M.L.S., UW-Milwaukee); Tessa James, Director, Advancement and Enrollment (B.A., UW-Stevens Point; M.A.C., Lakeland College); Thomas Kenote, GeoScience Project Director (B.A., UW Oshkosh; M.S., University of Minnesota); Portia Koebach,

Network Administrator, IT (A.A., College of Menominee Nation; B.S., American International University); Sarah Lyons, H.R. Generalist (A.A. College of Menominee Nation and B.S., Silver Lake College); George Otradovec, Accountant/Interim CFO (A.A. and B.S., College of Menominee Nation); Geraldine Sanapaw, Registrar/Interim CAO (A.A., College of Menominee Nation; B.S., Silver Lake College; M.B.A. Lakeland College); Norman Shawanokasic, Director, Retention (A.S. Northeast Wisconsin Technical College; B.A., NAES College, and M.S., San Diego State); and Myrna Warrington, Director, Menominee Vocational Rehabilitation Program (B.S. and M.S., UW Oshkosh).

Menominee faculty members, adjunct faculty and instructors were David Block (B.A. and M.S.W., UW-Milwaukee); Patricia Hawpetoss Brzezinski (B.A., Lakeland College; J.D., UW-Madison); Jennifer Gauthier (B.A., UW-Madison; M.A. UW Oshkosh); Ben Grignon (A.F.A., Institute of American Indian Art; B.F.A., UW-Madison; M.F.A., University of Arizona); Cedar Kakkak (A.A., College of Menominee Nation; B.S., UW-Madison; M.P.A., UW Oshkosh); Janice Rabideaux (A.A., Milwaukee Area Technical College, B.F.A.; UW Oshkosh, and M.A., Southwestern College); Donald Reiter (B.S., UW-Stevens Point); Candy Waukau-Villagomez (B.S., UW-Madison; M.S., UW-Stout; M.S. D'Youville College; Ed.D., Pennsylvania State University); Gerald Wayka (T.D., College of Menominee Nation; Journeyman Electrician), and Shannon Wilber (B.S. and M.S., UW-Green Bay).

OVERVIEW OF PROGRAMS, STUDENTS, SERVICES AND FACILITIES

■ Academic Degree and Technical/Trades Diploma Programs

CMN is an open admission institution through the Associate Degree level. Open admission means that applicants who meet certain basic requirements can be admitted. Bachelor's Degree programs are considered "selective," in that a student must apply for program admission after meeting the general admission requirements.

The College of Menominee Nation offers these Bachelor's Degree (4-year) programs of study:

- Bachelor of Arts in Education
- Bachelor of Arts in Public Administration
- Bachelor of Science in Business Administration
- Bachelor of Science in Early Childhood/Middle Childhood Education

The Bachelor's Degree programs provide learning comparable to the degree studies in their respective fields that are found at most institutions. CMN programs have the added value of addressing issues and needs of tribal communities across the curriculum and focusing on the Menominee value of sustainability.

While the College as a whole is accredited by the Higher Learning Commission, individual programs may require their own independent recognition. CMN's Education degrees are approved by the Wisconsin Department of Public Instruction. The College's Associate of Applied Science Degree in Nursing, now in latency, is accredited by the Accreditation Commission for Education in Nursing.

Associate of Arts and Science Degree (2-year)

- Biological and Physical Sciences
- Business Administration
- Digital Media
- Early Childhood Education
- Liberal Studies
- Natural Resources
- Public Administration

Associate of Applied Science Degree (2 year)

- Pre- Engineering
- Substance Abuse Counselor

Technical Diploma (1 to 2 years)

- Business Office Technician (*through 2019*)
- Computer Numeric Control (CNC) Machinist
- Electricity
- Medical Office Technician (*starting 2020*)
- Welding

■ Students Demographics

The unduplicated student headcount enrollment in degree programs in fall semester 2019 was 237, with a full time equivalent enrollment of 87.

Among these students, a total of 201 (85%) are American Indian, with Menominee having the highest representation. During the year, CMN's student population also had strong representation from Oneida and Stockbridge-Munsee tribes. Other tribes represented in the 2018-2019 enrollment were Apache, Bad River Band Chippewa, Chippewa, Choctaw, Forest County Potawatomi, Ho-Chunk, Lac Courte Oreilles Ojibwa, Mohican, Muscogee Nation of Oklahoma, Ojibwe-Red Cliff Lake Superior, Potawatomi, Prairie Band of Potawatomi, Spirit Lake Dakota, and Standing Rock Sioux.

Fifty-seven percent of CMN's students in the year were age 25 or older. Among the youngest enrollees were high school students participating in grant-funded classes through Learn and Earn. The Learn and Earn program enables high school juniors and seniors to accrue credits that can be applied toward College requirements.

■ Outreach, Community Service and Continuing Education

Department of Continuing Education (DoCE) – The College of Menominee Nation's Department of Continuing Education is established to provide training, workshops, and educational opportunity for individuals and groups in the community. Department staff value outreach efforts that empower the community and promote positive change.

DoCE programming highlights in 2019-2020 included initiatives on agriculture and food sovereignty; outreach to serve youth with leadership and cultural activities; and services for workers/employers.

- **1994 Tribal Colleges and Universities 25th Anniversary Commemorative Video** - https://drive.google.com/file/d/11mE24hyaTjAqAMy6oyo_YJSKqBiCX2NL/view?usp=sharing
- **New Beginnings for Tribal Students** – This grant-funded project seeks to use indigenous and critical theories and methods to authentically engage Tribal Nations, coalitions, and non-tribal university faculty/staff, and community participants as true partners for advancing Native student academic achievement and pursuit of STEM interests contributing to a robust tribal workforce. The \$500,000 grant collaboration is among the College of Menominee Nation, Lac Courte Oreilles Ojibwa College, and UW-Madison.

The project goal centers on inclusively identifying and implementing effective policies, year-long informal learning for building confidence and capacity for Native youth in grades 8-12, professional development, and strategic higher education support networks.

Participants have four objectives: (1) Seek to develop and implement collaborations among Tribal Education Departments, Land-Grant Colleges, and K-12 school districts to strengthen the effectiveness and use of culturally responsive Native Education Pathways from K-12 and higher education to STEM careers; (2) Plan to engage Native youth in precollege Indigenous science learning experiences that use traditional ecological knowledge, evidence-based content and educational processes that are proven to work for Native students; (3) Work to strengthen collaboration between

Native communities and school districts to build trust and provide culturally competent professional development and learning opportunities that support and strengthen Native students' success for college pathways, and (4), Work to improve equitable and sustainable resources, policies, and systemic infrastructure for coordinating strategies among land grant college partners for postsecondary admission, retention, and progression to successful STEM careers.

Outcomes will include an established centralized higher education best-practices operation administered by CMN, LCO and UW-Madison.

- **Youth Aquaponics** – A new youth program is being funded by the Native American Agricultural Foundation in the amount of \$25,000. Titled Picekaewikamek (vegetable house), the project focuses on constructing a functioning aquaponics system on the CMN Keshena campus and engaging students and youth in the community to assist in the growth and production of fresh produce year around. The system is being installed in the Campus Commons and be accessible to students and visitors who wish to view the production and learn about the system.
- **Career Exploration for Youth** – The United States Department of Agriculture continued sponsoring CMN's DoCE as a host institution for the Animal and Plant Health Inspection Service's summer youth program titled "Safeguarding Natural Heritage (SNH)." In it, local youth explore careers in relation to life cycles and habits of insects (entomology); inspecting and regulating certain genetically engineered organisms (biotechnology); examining cells and tissues under a microscope to identify diseases (plant pathology); working to conserve and manage wild animals and their habitats (wildlife biology); carrying out animal health programs (veterinary medicine); learning about the humane care and treatment of animals (veterinary and animal care inspector services); and studying the business aspects of protecting plants and animals (agribusiness).

The 2020 program was adapted to an entirely virtual delivery format in response to the COVID-19 pandemic with youth participating through Learn-At-Home Kits.

Monthly themes were based on APHIS-related fields (entomology, biotechnology, plant pathology, wildlife biology, veterinary medicine, and agribusiness). SNH staff designed kits for curbside pickup, with each kit containing the materials needed for participants to learn safely at home. Kits included handouts, learning guides, links to online resources on APHIS careers, hands-on activities, sustainable healthy snacks, an eco-friendly gift, and a Menominee tribal or indigenous knowledge learning component. Key to the success of the program has been weaving in indigenous culture and tribal identity to help tribal and non-tribal youth gain a better understanding of Native American culture.

The program provided timely support to families teaching their children at home and using curriculum they may not have understood on technology that they may not have been familiar with. Each kit included a STEM-related lesson plan designed for grade levels 8-12 and written in a way that would help a parent or grandparent teach their youth at home. The intention was to help adults gain confidence in instructing and youth attain valuable and measurable learning objectives, with lesson plans and completed activities that can later be presented to the youth's school for possible credit in a class. To further promote learning within the home and relationship building amongst family, ice breakers or team-building exercises are included in the kits.

To familiarize the parent or guardian with technology needed for online instruction, SNH staff offered a monthly virtual program on Facebook Live with APHIS presenters talking about their particular fields. The Facebook platform was chosen because youth and adults are more comfortable navigating it versus presentation software like, Zoom or Google Meet. Each 45- to 60-minute session streamed to the CMN Facebook homepage, allowing participants to ask questions in real-time. Sessions were archived for later access via a link to the CMN website.

Forty-seven Success tribal and non-tribal youth were served with the first two kits, exceeding participation goals for the year. The number of subsequent requests encouraged organizers to increase the August 2020 Learn-At-Home kit on agribusiness from 30 to 36 kits. The September Learn-At-Home kit on invasive species and how they impact tribal forestry in Wisconsin had 40 registrations.

- **Job Services** – The Menominee Job Center based in the College's Community Technology Center played a pivotal role in area residents' ability to obtain and apply for unemployment. Staff worked at home and outside of their regular hours to answer questions, with 435 community members being served virtually or in person since the pandemic began resulting in unemployment.

S. Verna Fowler Academic Library/Menominee Public Library – The College's academic library and community's public library share facilities on the CMN campus in Keshena.

The Menominee Public Library's services include a rich variety of programs designed to engage area residents and promote literacy through age-appropriate family-friendly activities. Public Library funding is provided by the College of Menominee Nation, Menominee County, MITW, and other sources. The Public Library's Board of Directors members are Drew Lacefield, representing MITW; Ben Warrington, Menominee County, and Debra Downs, CMN. Maria Escalante, director of the facility's academic and public functions.

Along with traditional lending-library resources and computers for public use, the Menominee Public Library included a wide variety of programs and outreach in 2019-2020. A dramatic change in how the library could function came as a result of the COVID 19 pandemic outbreak and statewide stay-at-home order in March of 2020. Staff immediately began looking at new ways to offer programming and engage the community. Existing programs were adapted to online formats, with staff live streaming the programs from their homes. New programs were created to better meet the needs of the community. To address the gap in activities for children, teens and families during this period, the library ramped up its online presence by 55 percent to increase programs and events.

- Total Library events October 2019 - March 2020 (6 months): 134 events averaging 22 events per month
- Total Library events April 2020 - July 2020 (4 months): 135 events averaging 34 events per month
- Of the 135 April-July events: 92 were done as Facebook Live events, 33 were done as Zoom invitations to select individuals, and 7 were done as Zoom invitations that were streamed live on Facebook.

Since many of the library's programs have included access to supplies housed on campus at the library, these programs were adapted so that beginning in June 2020, participants who registered could pick up supplies for the programs through the library's curbside service. With the supplies needed for the program in hand, participants could then join the program or workshop via Zoom. Among these programs were the Summer Art Series in July; Kataes eshecekasiq family program; and the Rez Read book circles in June and July.

Local Efforts attract National Attention

Accomplishments of the library staff during early days of the pandemic with maker activities and online programming was noticed and generated two requests to present at national conferences via an online format. The conferences were:

- Tribal College Library Institute requested a presentation on the library's response to adapting programming during the pandemic, May 2020.
- The Institute of Museum and Library services also requested that staff present on library maker space adaptations during the pandemic at their national conference; Capitol Hill Maker Faire, June 2020.

Collaboration with Other Tribal Departments

To efficiently and effectively serve the community, the Library developed many of its programs in partnership with a number of Tribal departments and other agencies. The library collaborated with MITW Family Services weekly and with Menominee UW Extension monthly to provide programs with youth, teens and families. It also increased its support of families using the Tribal Clinic and schools through collaborations on grants and providing additional programs and outreach.

The wide variety of library programs offered for a range of ages and interests included:

- **Kataes esehcekasiq = Let's Do Things Together family program** with Language and Culture educator Paula Rabideaux (monthly program) – Among the Youth Librarian's many offerings for the year was an intergenerational cultural program. Prior to the closing of the library building, this program offered a time for families to sit together to share a meal, listen to a story and cultural presentation from Paula Rabideaux, and participate in related activities. The program started in October 2018 with the Youth Librarian's desire to have a story time that would meet the needs of the community and would center on sharing Native stories, language and culture with families. In 2019-20, the program was funded through a grant from the Nicolet Federated Library System. The library is seeking additional funding to continue this program in the future.
- **Artists in Residence** – Grant funding allowed for an Artist in Residence program designed to help community members learn how to do traditional crafts. In 2019 participants learned from local artists how to do Black Ash baskets and quill earrings, and in summer 2020 learned the art of raised beading. How-to videos and how-to books based on the live classes are being developed so those unable to attend in person can learn on their own by following the steps.
- **Community Reads** – In January 2020 the library distributed more than 200 copies of the book "The Art of Racing in the Rain" by Garth Stein. Garth presented at the Menominee Casino in February 2020. Regretfully, the library will no longer be able to host a community read to this scale.
- **Family Engagement Treasure Hunts** – In the fall of 2019, the library continued its popular Monthly Treasure Hunts planned by the Youth Librarian and Librarian. The hunts provided a literacy-based experience to engage library patrons of all ages in a fun and educational way designed to get community members excited about coming to the library. With the need to adapt programming since the pandemic, staff have redesigned these challenges, still providing the community with ways to engage in literacy-based activities. The library developed a "Rez Rhymes and Riddles" mystery challenge and followed it up with "Puzzle Play," in which participants of all ages can solve the puzzles and receive prizes for participating.
- **Book clubs** – The Summer Reading Program experimented with "Rez Reads" for adults, teens, and youth in order to give patrons in each category the opportunity to read a book geared to their age level and engage with other readers to discuss the book and participate in other activities. Each book circle meets using Zoom.
- **Breathe and Bead** - A beading circle gathering was offered in partnership with MITW Family Services working with staff Janice Rabideaux. Since moving online on April 15, the program now uses Zoom to gather participants together and livestreams the program to the library's Facebook page so that people can still see the beading demonstrations, even if they were not able to attend the Zoom meet-up.
- **Menominee Pageant Players** panel discussion - On July 28, staff used Zoom technology to bring together nine of the cast and crew members dedicated to the continuation of the Menominee Pageants for a discussion of the history and current work of the group. The program was live streamed on the library's Facebook page and recorded so that the program could be saved in the Pageant's archives.

Sustainable Development Institute (SDI) – The Sustainable Development Institute at the College of Menominee Nation continues to pursue its mission of reflecting on lessons of sustainability and sharing what is learned. As part of that initiative, SDI works through the Menominee Theoretical Model of Sustainability to identify issues related to human-environmental relationships. By identifying issues or themes, the Institute and College are better able to pursue funding and other resources for applied research, education, and outreach activities that investigate and develop potential solutions.

SDI and CMN contributions to environmental topics are recognized by the long list of collaborations that have developed with external partners ranging from the U.S. Forest Service, USDA, and National Science Foundation, University of Wisconsin-Madison, Michigan State University, and the Indigenous Design and Planning Institute at the University of New Mexico, to name a few.

Staff members working on the CMN campus include Acting Director Rebecca Edler, Administrative Assistant Desirae Grignon, Sustainability Education Coordinator Manih Boyd, and part-time staff and faculty member Dr. Frank Kutka. In addition, SDI oversees the work of Midwest Tribal Climate Science Liaison Sara Smith, who works remotely from the University of Minnesota, and is host to AmeriCorps VISTA volunteer, Emma Ardington.

As part of ongoing efforts to add co-curricular opportunities to the academic and experiential learning that is at the heart of College, SDI incorporates student internships on its applied research, education and outreach projects. CMN students and students from other institutions were hosted by SDI as interns and student workers this past fiscal year. These included the following: Brandon Boyd, Kathleen Waukau, and Allison Bailey who are Agricultural Research Assistants; Marissa Vele and Tonia Haack who comprise the Sustainability Leadership Cohort Mentor Team; Luke Perez, a crew leader; Lorenzo Warrington and Sharissa Fish, who work on Plant Phenology; Ron Bowan, a crew leader, and Garrison Frechette (Haskell Indian Nations University), assigned to the Forest Recensus; Angela Newton, a Sustainability Researcher; Jacob Schweitzer and Nicholas Schweitzer, Penn State VIFF Research Assistants, and CMN's Americorps VISTA Volunteer, Emma Ardington.

Other SDI projects and accomplishments of the year included the following:

- **Tribal College Faculty Program** – The Institute has been a part of the College of Menominee Nation since CMN's inception in the early 1990s. SDI work at that time included support for faculty development and guiding the development of a research agenda based on the Menominee Theoretical Model of Sustainability. A new USDA NIFA Tribal College Equity grant titled "Advancing Indigenous Sustainability Perspectives at Home and Beyond" is enabling SDI to continue this work with CMN faculty members. Effort will include in-service training, presentations, and the inclusion of faculty members in SDI-led projects focused on and guided by Indigenous perspectives.
- **Academic Program Collaborations** – SDI continues to collaborate with CMN Academic Affairs Office and faculty members on the development of new degree programs based on sustainability initiatives at the College. This includes the continued development of proposed new Bachelor's Degrees which will focus on integrative studies in sustainability and sustainable agriculture, and be guided with input from the Menominee community and perspectives of other Indigenous peoples.
- **Conferences and Workshops** – With SDI's hosting and convening sessions, conferences, and workshops was significantly been impacted by COVID-19 the Institute's attention turned to webinars and creating videos to focus on sustainability and resiliency issues across the Menominee community, northeast region, and the nation.

- **Shifting Seasons Summit** – In response to the pandemic, SDI's 2019-2020 summit was postponed until spring of 2021. Alternatively, climate related videos were developed and made available on the Institute's website to increase community climate literacy and encourage community and individual action on climate issues. Topics of interest including the intersections of food sovereignty and climate concerns, local preparedness for the effects of climate change, and impacts of climate change on the forest ecosystem.
- **Indigenous Planning Summer Institute** – The Indigenous Planning Summer Institute (IPSI) previously hosted by SDI was reformatted in 2020 to a virtual institute with longtime collaborators from Michigan State University and the Indigenous Design and Planning Institute at the University of New Mexico. Through ZOOM gatherings, this Indigenous-led program was held throughout the summer to enable its diverse group of students to share and learn about the principles of Indigenous planning and design. Along with promoting the theoretical model of sustainability, IPSI fosters the development of participant networks based on the exchange of wisdom, experiences, and theories related to Indigenous sustainability.
- **Sustainability Committee** – SDI held monthly Sustainability Committee meetings to encourage, promote, and build upon the Menominee approach to sustainable development at the College and beyond. The committee continued its support for an agricultural hemp research project and coordinated a campus and community-wide Earth Day event. Earth Day 2020 was recognized via a virtual event with webinars and online presentations that included sustainability topics such as upcycling, reusing, and recycling materials into usable items. Over 300 Earth Day activity bags were handed out to community members and students in the Menominee Indian School District. The bags contained activities such as word games, environment puzzles, and an Earth Day scavenger hunt.
- **Solar Research** - Emma Ardington, AmeriCorps VISTA Volunteer, conducted research on solar energy as a renewable energy source for the College and MITW. Meeting with Alliant Energy and SunVest Solar Inc., helped develop a compilation of alternative energy options which will be presented to the College and the MITW Emergency Management Team.

▪ **MILESTONES AND ACCOMPLISHMENTS**

- **COVID-19 Response** – The College of Menominee Nation received COVID funding relief from federal, state, tribal and local agencies that enabled it to update classroom equipment and software to accommodate social distancing and distance learning. CMN developed, applied and communicated responses as the pandemic evolved through leadership of a dedicated administrative team assigned to coordinate on-campus planning and to assure close interface with health agencies, tribal teams, and other external agencies. Sanitation, re-design of classroom spaces for distancing, plexiglass barriers, and reorganization to reduce physical traffic in facilities were among the actions, with courses and student service functions moving to all online as appropriate.

Funding assisted with the purchase of a learning management system to provide consistency for all students when accessing classroom materials. The all-inclusive software platform supports instruction, class discussions, group projects, information sharing, submitting and documenting assignments, and tracking grades, replacing various other platforms previously in use. Five full time faculty were selected to participate in an online training offered by the American Indian Higher Education Consortium (AIHEC) on online delivery of course material. AIHEC also provided CMN and other tribal college faculty with an online forum in late spring/early summer

to support the physical, emotional, and spiritual needs of faculty. Approximately 25% of CMN full-time and adjunct faculty participated in this free support seminar series.

- **Operational and Facility Advancements** – Paychex Flex, an online timesheet/payroll system, came online at CMN during the year to provide more efficient record-keeping for both employees and supervisors, with a particular advantage gained in managing, calculating and reporting on the College's many grant funds. While pandemic restrictions limited the number of students and others on the Keshena campus from spring term through early fall, those who were on site found new flooring and décor in classrooms and public areas.
- **Student Recognition** - Menominee and other students at the College gained special recognition during the year.

After beginning her academic career at CMN with a diploma in the Business Office Technician program, **Christa Lyons** wrapped it up in 2020 with a Bachelor of Science Degree in Business Administration and CMN's American Indian College Fund (AICF) Student of the Year award. The award recognized her high grades, awards in national competitions for business students, leadership position in the CMN Student Government organization, and community volunteer work.

Before graduating in May with an Associate Degree in Business Administration, **Evelynn Grignon** won recognition in the juried creative writing competition of the national publication, *Tribal College Journal*. Her work titled "Fyre" was chosen as one of the top three nonfiction entries for 2020. It appeared in the publication's fall 2020 edition.

Student **Jasmine Neosh** became CMN's first Undergraduate Fellow when chosen for the academic award named in honor of the late Holly Youngbear-Tibbets, first Director of the College's Sustainable Development Institute and Dean for External Relations. The fellowship is funded by AICF.

In December, 2019, student researchers **Kayla Cleveland, Keandra Baird, and Michelle Powers** participated in the Tiny Earth in Titledown Symposium sponsored by the UW-Madison Tiny Earth Initiative and held in the Lambeau Atrium. The initiative, led at CMN by Dr. Lucy Fenzl, seeks to address the global antibiotic crisis by identifying soil bacteria for antibiotic activity. Interim President Caldwell served as one of the keynote speakers for the event, while Cleveland delivered the Native American student voice to honor the "Land on Which We Stand". Cleveland is Ho-Chunk and Baird is Oneida.

- **Employee Accomplishments** - The book, *Read Aloud Handbook for Native Children*, was published by Menominee educators **Dr. Lauren Waukau-Villagomez** of the CMN faculty and co-author Samantha Villagomez. Designed to help teachers see the value of read aloud experiences for developing language, vocabulary and reading skills among American Indian children, the book reflects the strong oral tradition and many notable orators of the Menominee Tribe.

A decade-long partnership between CMN's **Christopher Caldwell** and Michigan State University's Kyle Powys Whyte was cited mid-year with MSU's Community Engagement Scholarship Award and Distinguished Partnership Award for Community Engaged Research. The two have built a strong collaboration on educational, research and outreach projects on climate change preparedness with the goal of empowering sovereign nation leadership on sustainability issues. Since beginning in 2011, their partnership has generated over \$1 million in grants for programs and projects, and engaged participation from nearly 20 Great Lakes region tribes.

- **Philanthropic Support** - With a **unique and significant gift of land** in summer 2020, two Waupaca County residents shared the results of their quarter century environmental project with the College. Andrew and Sharon Gleisner, founders of the former Arbor View Gardens near

Clintonville, have donated the 35-acre natural area to CMN. Mr. Gleisner, a horticulturist, and his wife, a retired teacher, cleared the land of invasives over many years and returned a diversity of native plants to the property, along with select outdoor art and amenities for public tours and private events. Many of the themes focused on a recognition of land history and the original people of these lands, the Menominee. In making the philanthropic gift, Mr. Gleisner noted that their wish is to see the land continue as a place where environmental, conservation and biodiversity education is sustained by the College that is chartered by its original residents, the Menominee. Faculty and staff of CMN Sustainable Development Institute have begun discussions on potential applied research opportunities on the wildflower prairie, wooded, and cultivated areas of the land.

New named scholarships were added in 2020 to the funding array for CMN students thanks to donations from private donors. An Illinois friend of the College began contributing awards of \$1,250 per scholarship in memory of Wallace and Eleanore Hanson. A California donor initiated contributions for \$600 per scholarship in memory of Marguerite Munson. The initial Hanson and Munson awards each went to students who are enrolled Menominee. In years to come, two additional \$1,000 named scholarships will be awarded from a permanent endowment being created through the philanthropy of a late Green Bay donor. The names on the memorial scholarships will be those of Rosalie Marie LaBorde Dousman, a historical figure who taught among the Menominee for more than 30 years until her death at Keshena in 1872, and the donor's respected great uncle, Hjalmar Rued Holand, historian, author, and early Norwegian immigrant settler in Door County.

- **23 Enrolled/Descendant Menominee Among Newest Graduates** - Menominee men and women were among CMN students completing degree and diploma requirements in December 2019 and May 2020. Along with other members of the College's 2020 graduating class, they bring CMN's alumni total to 1,230. Pandemic concerns led to postponement of traditional spring ceremonies, but graduates were saluted with an online photo gallery and awarded their diplomas and gifts at a drive-through event held Aug. 26 on the Keshena campus.

Graduate Jennifer Meyer graduated with high academic honors. ChristaLee Waupoose, Rachel Corn, and Kelly Greengrass graduated with academic honors.

Bachelor of Arts Degree: ■ Education – Debra McPherson

Bachelor of Science Degree: ■ Business Administration – Christa Lyons (concurrently awarded an Associate of Arts and Sciences in Public Administration); Linda Kaquatosh, Monica Pamaska,, and ChristaLee Waupoose ■ Early Childhood/Middle Childhood Education – Linda Delgado, Matilda Peters, and Bernadette Tourtillott

Associate of Arts and Sciences Degree: ■ Business Administration – Rachel Corn, Daynell Grignon, Evelyn Grignon, Kimberly Oshkeshequoam, and Ashley Rose-Clare Peters ■ Early Childhood Education – Desiray Draghi, Jennifer Meyer, and April Tucker ■ Liberal Studies Social Sciences – Brooke Caldwell, Kelly Greengrass, Emily Smith, and Megan Smith ■ Natural Resources – Brandon Boyd

Technical Diploma: ■ Business Office Technician – TaSheena Newton ■ Welding – James Cox

- **Emergency Aid Success Measured** – The CMN Dreamkeepers program provides assistance to students who are at risk of dropping out of the College because of unexpected financial emergencies. Dreamkeepers was developed with a grant from the American Indian Higher Education Consortium and the non-profit organization Ascendium Education Group. It is designed to help students continue studies at the College who are at risk of withdrawing and meeting their educational goals, ultimately securing a better financial future. Students who seek aid work with a designated staff member to complete an application, create a plan of action, find community and

other resource programs, and secure referrals. CMN staff report that Dreamkeepers is currently funding 85 percent of applications, with the greatest success being in a 50 percent graduation rate for students receiving emergency aid. Also significantly high is the 90 percent retention rate for students receiving aid in the Spring 2020 semester

- **Project Success** began in 2017 as a three-year grant-funded initiative for all tribal colleges. The College of Menominee Nation has had its award renewed through 2023. It is funded by Ascendium through the Department of Education. CMN's Project Success funding is supporting five projects. The Emergency Aid Program offers aid to students who may have unexpected expenses such as car repairs or medical bills. The Paid Internship Program enables students to gain work experience during the semester. The GradReady is an online Financial Literacy Training Program which helps students learn about money management and budgeting. The Carnegie Math Pathway is an evidence-based approach to improving student learning and success in math. The Achieving the Dream Network assists in closing the achievement gap with students.

STATEMENT OF FINANCIAL HEALTH

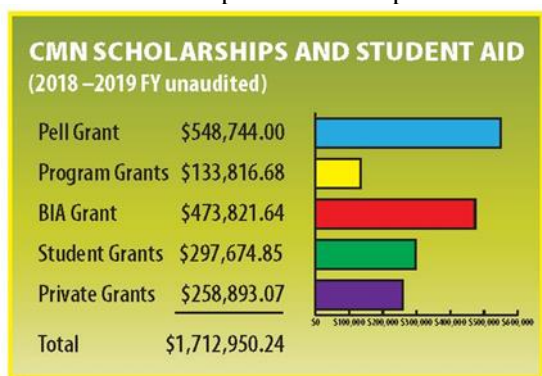
Evidence of the College's commitment to maintaining financial stability, providing strong financial support for students, and persisting as a debt-free institution was demonstrated on several fronts in 2019-2020. Prominent among them were expense reductions in most operating areas of the College and increased spending in mission-driven areas of academic support and research.

Proactive tools being applied to assure stability include a greater focus on analysis and forecasting, and continued attention to transparency. Refinements to financial policies and systems were ongoing during the fiscal year to strengthen internal controls. Oversight includes CMN's broadly-based budget team of Trustees, administrators and managers. Reviews of financial policies and procedures adhere to CFR 200, the Uniform Administrative Requirements, Cost Principles, and Audit requirement for Federal Awards.

Corroboration for the firm footing came with CMN's last audit, which included an improved net position and investment earnings. Federal awards and private funding from foundations, organizations and private donors comprise CMN's endowment portfolio, which over the last two years increased by over \$400,000, or 11 percent, and in 2019-2020 totaled over \$4.1 million.

Made up of original contributions and accumulated investment earnings, endowment categories are legally restricted for the development and delivery of academic programs and other designated purposes such as student scholarships.

Among the financial support categories detailed on the "CMN Scholarships and Student Aid" chart are endowed scholarships which have provided tens of thousands of dollars to CMN students over the years.



Community Development & Tribal Utilities

Crystal Chapman-Chevalier, Director

Community Development and Tribal Utilities provide technical and management services to the Tribe and its members in the development of the community through infrastructure, planning, water, wastewater, electric, land use, and transportation safety and construction management. The Community Development Department provides community services through the management and implementation of seven program areas including Utilities, Geographic Information Systems, Solid Waste Management, Real Estate Services/Land Use, Project/Construction Management, Community Park/Cemetery Management, and Road Maintenance. The overall goal of all these programs is to protect the resources of the Menominee Nation while simultaneously developing its lands, infrastructure, and associated processes in an effort to better serve the Menominee Community. Fiscal year 2020 has brought much adversity and struggle. Challenges impacting the Department's service to the community included staff lay-offs, reduced hours, quarantines, and telework. Despite the impacts to performance the pandemic brought about increased work duties through CARES Act funded projects with strict timelines. To address the ever changing threat of the pandemic sever staffing plans and service delivery models needed to be implemented throughout the latter half of the fiscal year. Finally these challenging times has created an emotional burden to us all, evident not only in the work place but the community, and nation as well.

Geographic Information Systems

The GIS Coordinator is responsible for managing and updating all GIS mapping and maintenance databases. This data includes both physical and locational information for roads, land use and parcels, hydrography, buildings, zoning, utilities, and roadway infrastructure. Access to the mapping database systems is provided to tribal departments and employees who utilize the data to improve their services to tribal members.

Major projects that occurred during the 2020 Fiscal Year included working with Project Team developing maps and data for multiple infrastructure projects for the CARES ACT, supporting Alliant, Frontier and Charter new and updated service lines, and various right of way projects. The GIS Coordinator was instrumental in creating cemetery plots for the St. Joseph Cemetery. Support was also provided for Historic Preservation and archeology projects. Continuing editing and updating Sewer and Water datasets created as part of the Great Lakes Rural Community Assistance Program (RCAP) occurred. Continued collaboration occurred with Real Estate services to create maps and stake properties, and both Utilities and Housing to provide data and mapping services. The GIS Coordinator attended several Esri classes involving ArcGIS Pro GIS software program to prepare for the termination of support for the current ArcGIS Desktop software. It is anticipated that current projects and tasks will continue through the next fiscal year and look to providing GIS data via the Tribal Intranet (Web GIS Application) to be the next major upgrade to the GIS program.

Solid Waste Management

Keshena Transfer Site: The Keshena Transfer Site continues to serve Menominee Tribal members through the offerings of household solid waste disposal, and recycling services covering paper products, aluminum, plastics, batteries, appliances, electronics, and waste oil. The site is operated by on full time operator and supplemented by the labor staff allowing the Keshena Transfer Site to offer hours 6 days a week on a seasonal schedule.

West Branch Brush Pit: Community Development operates the west branch dump pit location, which offers an open area dumping site receiving brush, stumps, leaves, and other natural plant wastes from tribal members only.

Camp 16 Pit: This is a gravel pit run site that allows tribal members and Tribal/County Road Contractors access to this resource for extraction and dumping of gravel waste. The pit is maintained by the Menominee Tribal Enterprises Roads Department.

Harter's Waste Management Contract: Community Development facilitates the reservation wide waste management contract which includes the residential curbside pickup of waste and recyclables, commercial collection by container, Keshena Transfer Site, and the annual Spring Cleanup. This contract is in its second year with Harter's Disposal.

Real Estate Services/Land use

In accordance with the BIA self-determination contracts the Real Estate office works on all land matters within the exterior boundaries of the Reservation. The Real Estate Coordinator provides technical assistance and facilitation to tribal members, governmental entities, financial institutions, and departments. These services include but are not limited to lease processing, right of way and easement processing, land verifications, permit and variance processing and other formal requests and document processes in accordance with the Menominee Constitution, Restoration Act, and Chapter 138 Leases and Mortgages, Chapter 610 Land Use Assignments, Chapter 625 Zoning Ordinance, Ordinance 08-22 Recreational Lease Policy and Procedures, and Ordinance 83-05 Land Use Plan.

For fiscal year 2020 the following leases were acted upon by the Community Development Committee and the Menominee Tribal Legislature; 15 approved recreational leases, 33 approved residential leases, 1 program land assignment, 14 cancelled recreational leases 44 cancelled residential leases. The Menominee Nation also received 2 warranty deeds from BIA, as a result of fee to trust applications 1.305 acres of land on and adjacent to the reservation went into trust.

Real Estate inquiries represents the vast majority of the service provided by the department. To better serve the community and improve research efficiency the department continues working with the Information Technology Department and an outside vendor to develop a landowner database system. The database development costs are being covered under BIA special project funding. The HEARTH Act. The Helping Expedite and Advance Responsible Tribal Home Ownership Act of 2012 allows the Tribe to exercise its sovereignty by handling residential, commercial, and agricultural leases locally with the Tribal Chairperson as the signatory authority, rather than the BIA Area Director. The process of implementing the HEARTH Act for fiscal year 2020 included the approval of new forms and policies to administer the program and continued TAAMS access for all Real Estate associated staff.

Tribal Utilities

The Tribal Utilities Department is responsible for the providing sewer, water, electrical, and septic service to the Menominee Reservation/County communities. The Utility offices are located at N700 Go Around Road at the Keshena Wastewater Treatment Facility. The Utility maintains and operates systems and facilities used in the delivery of these services as featured in the table below:

Service Location	Residential Water	Commercial Water	Residential Wastewater	Commercial Wastewater	Residential Electric	Commercial Electric
Keshena	314	62	314	62	-	-
Mid. Village	72	7	72	7	81	7
Neopit	210	19	210	19	-	-
Red Wing	21	-	-	-	-	-
Trail. Courts	17	-	-	-	-	-
Zoar	23	-	-	-	-	-
Totals:	657	88	596	88	81	7

For fiscal year 2020 the Utilities continues to work toward total compliance under the Administrative Orders of Consent from the EPA on the Middle Village wastewater treatment facility. The department has seen success in achieving compliance at this site and is looking forward to the new facility construction, which is currently in the early processes of construction by Advance Construction, which received the contract following a competitive bid process. Additional projects underway also utilizing Indian Health Service and other federal funding includes the Trailer Court Wells, for this project the wells have been constructed, and the pump house has been awarded with construction to start soon. Lift station and pump house repairs which occurred throughout the reservation were completed this year. The Middle Village Tower had continued improvements this year including a new controller, hatch, and interior painting. The Keshena Wastewater Treatment Facility received funding to address mechanical issues and the outfall ditch. The Keshena sewer project was completed, including installation of new piping and repair of manholes. The Utility also completed the replacement of two fire hydrants under the fire hydrant maintenance contract with Menominee Town and County. Future projects which have been funded but not yet started include the Neopit sewer improvement project, and the Middle Village pump house improvements project.

The COVID-19 Pandemic has been a significant burden for the Tribal Utility, as the staff is especially vulnerable to exposure in their daily duties. To alleviate the burden of the virus on Tribal membership the department has stopped disconnection procedures for the time being. To help the research effort for the pandemic and assess local case load the Tribal Utility is currently participating in a Wisconsin wastewater monitoring research network being conducted by the Wisconsin State Laboratory of Hygiene located at the University of Wisconsin Madison Campus.

The Utility continually operates under financial constraints and relies on revenue to operate efficiently, which ultimately means protecting the overall health of the community. Emergent issue such as water and sewer main breaks put further stress on the financial situation of the Utility. The Utility plans to bring forth slight increases for monthly fees for wastewater in fiscal year 2021 to address program needs and provide a better overall service to our customers.

Project Management Road Maintenance

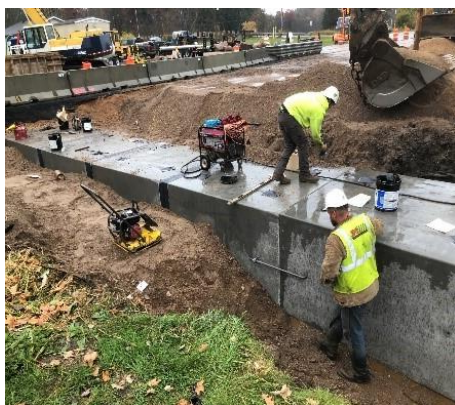
Project Management: In accordance with Chapter 98 the Community Developments manages all tribal department construction projects. These services are provided through a senior project manager and one project manager who help plan, facilitate, and manage projects through an interdepartmental agreement that allows the managers to work under requesting projects. This past year the project management staff managed the following construction projects: the completion of Neopit Fire Hydrant Replacement, Neopit LEC Precinct, Menominee Tribal Admin Re-roofing, Keshena Save – A – Lot Entrance, Tribal School Optical Room, MTC Covid Testing Garage & Pharmacy structure, Rabbit Ridge Sidewalk, LEC Parking Lot, Family Community Engagement Center and Box Culvert of STH 47 project. In addition to the construction projects managers also worked with various stakeholders to research and plan for projects that have not occurred in FY20, they include the Keshena Falls Sturgeon Park, various utility projects, MTS Lower Level Addition, Charter Expansion, the Cell Tower Broad Band project, Chief Little Wave Side Walk, Waters Street Sidewalk, Maehnowesekiyah Parking Lot, Aging/CBRF Parking Lot, Recreation Center/MLCC Parking Lot, Middle Village Electrical Sub-Station and the completion of STH 47/55 Corridor North from Duquain Road N Jct. CTH VV (West).

Road Maintenance: In accordance with Road Maintenance contracts/agreements the department administers all internal function of roadway maintenance through Community Development Labor staff and road maintenance contractors. Annual Road Maintenance contracts occurs with both Menominee County Highway Department (MCHD) and Menominee Tribal Enterprise (MTE) as sub-contractors to the

Tribe their responsibilities include providing all labor, services, equipment, tools, supplies, and materials to perform maintenance on roads, bridges, and appurtenances for official Indian Reservation Roads (IRR) open to public service.

Road Construction: The Road Construction program occurs across the reservation in accordance with the Tribal Transportation Program and Road maintenance contracts/agreements, and TTP agreement. This includes but is not limited to program administration, preparation of report data, budget analysis, proposal development, Road Work group facilitation, program analysis and research, working with Real Estate Services in maintaining rights-of-way/easements, if required coordinate and review permit use requests of natural resources with other departments, and any other duties as directed by the Tribal Chairperson, Tribal Administrator, and Tribal Legislature. Road funding is currently being saved for the largest upcoming project which has taken years of preparation by the Community Development staff; the 47/55 Safety Project which will improve safety for all travelers from Dodge road to VV West. The planned improvements will include the addition of sidewalks, road and drainage improvements, new culvert placements, and the removal and burial of power lines in many areas. Due to difficulty in the attainment of all necessary right of ways, and the expanded scope of the project, the project will now occur over a two-year period of 2020 through 2021. Other projects which are planned and shelf ready include, School Zone Signs, Tower Drive, Maehnowesekiyah parking lot, Aging/CBRF parking lot, Recreation Center/MLCC parking lot, Waters Street Sidewalk and Chief Little Wave sidewalk. Culture Museum Sidewalk and Save-A-Lot sidewalk will be surveyed/engineered by BIA to be completed with STH 47 project. The Tribe did submit a FY20 Tribal Transportation Program Safety Grant for the completion of Tower Drive and the School Zone and Pedestrian Safety signage.

Roads/Labor: Community Development has a year round Labor staff that is supplemented by seasonal staff in the busy summer months. Under direction of the Lead Laborer this program is responsible for brushing, plowing, and mowing tribal roads and communal properties. Additionally this staff helps keep our forests clean by identifying illegal dumping sites, and coordinating with the Conservation department to help identify violators. In fiscal year 2020 the Labor staff has found and cleaned up 11 illegal dump sites on the reservation.



Box Culvert HWY 47/55 Keshena



Tribal Office Roof Project



Community Engagement Center Construction

Community Resources

Sue Blodgett, Director

The mission of the Community Resource Center (CRC) is to provide high quality job training, employment, labor market information, and income maintenance services. In FY20 the Community Resource Center operated the Income Maintenance Program, Food Share Employment and Training (FSET), Child Care SHARES, Tribal Temporary Assistance for Needy Families (TANF), Tribal ADRS and Public Law 102-477 Job Training programs. Staff consisted of seventeen (17) employees. These positions included: Community Resource Director, Assistant Director, two (2) Job Counselors, two (2) TANF Case Workers, three (3) Income Maintenance Case Workers, Food Share Employment and Training Case Worker, Recruitment and Training Coordinator, two (2) Administrative Assistants, Office Assistant, Maintenance/Housekeeper, Aging and Disability Resource Specialist and one (1) Youth Supervisor.

When the pandemic hit the reservation and we were required to close our doors to the public. For a time we remained working full staff but as the pandemic advanced we were forced to telework for a majority of the work week. Key staff worked from office throughout the week to meet client needs. We made some adjustments to our building to assure access to needed items. An automated phone service was initiated so clients could leave messages to be returned by staff. With our previously planned office renovations we added a drop box to an exterior wall which allows for clients to submit timesheets, applications and needed back up documentation in a timely manner. We have also revamped our outside “lending library” to house our forms and applications. Clients can stop at any time and pick up the forms they need to apply for our programs and put in drop box. The drop box is checked throughout the week and items assigned to correct employees. This method has been working quite well. Staff have been able to complete most tasks over the phone with very little contact needed.

Income Maintenance/ FSET/ ADRS:

The Income Maintenance program consists of: Food Share, Child Care, Badger Care, Medicaid, Long Term Care, Family Planning Waiver and other smaller subsets of the Health Care programs. These services reach out to all of Menominee County within our service area to include Native and Non-Native applicants. Enrolled tribal members living in neighboring communities (Shawano, Oconto) can request for their eligibility to be issued through our office as well. The Income Maintenance program is currently serving 2,646 adults and children with services.

We strive to provide a quick turnaround for our clients for applications, changes and renewals to their case as we understand that they rely on these benefits to care for their families and we want to assure they are provided in a timely manner. After many years of being understaffed we are finally at full staff with the assistance of a small Tribal budget. The staff for this program consists of the Director, 3 Case Workers and 1 Food Share Employment and Training Job Counselor. Due to the pandemic and multiple shut downs we have adjusted our work schedules to assure timely processing of cases continues. The Director or Lead IM Worker are in the office on alternating days to check mail and incoming paperwork to assure cases are assigned quickly and benefits can be processed for members. The state offered many additional food share benefits during the months of Covid19 Pandemic for eligible Food Share members. Most months members received the full allotment of Food Share benefits regardless of income.

The Director is an active member of the Wisconsin Tribal Income Maintenance and TANF Association that meets on a quarterly basis to discuss policy and changes to these two programs and advocates for clarity and equality for Tribes. The Director was elected acting Secretary due to a layoff of the current Secretary for the remainder of the term beginning in September.

Continued collaborative efforts take place with the Menominee Tribal Clinic, Menominee County Health and Human Services, Menominee Tribal Family Services, Wolf River ADRC, Menominee Aging Department, Lakeland Care, Care Wisconsin, as well as local and out of the area medical and nursing home facilities to assure community member's eligibility needs are being met.

The FSET program is a voluntary program to assist Food Share clients, between the ages of 18-49 that are not employed, an opportunity to gain assistance in job preparation and job search with the support of a Case Worker. The IM Case Workers discuss the FSET program and its benefits during Food Share interviews and encourage participation. The FSET Case Worker reaches out to all referred clients to explain the benefits of the program and encourage their participation in this voluntary program. She meets with clients and develops an Employability Plan looking at any barriers they present and setting goals to overcome these to gain ongoing employment. During this process she is also able to assist with supportive services such as bus tickets, gas cards, work clothing and school fees. The state passed an exception to the rule and allowed all Tribal Members to be exempt from participating in the FSET program instead of it being a requirement. This allowed Tribal members to keep their Food Share benefits ongoing instead of being penalized for not participating.

Due to the relaxation of participation requirements our numbers for this program dropped over the year. Participation in the program is still encouraged from the Income Maintenance Case workers as the value of the program is great for those seeking employment and or work experience. With most business being on shut down or restrictions to employees we did not have access to many work sites for possible work experience contracts for the past eight months.

The Tribal Aging and Disability Resource Specialist (ADRS) was able to attend community events and provide outreach efforts to share information about the program and the services she can offer for the first part of the year. After the pandemic hit she was restricted to working remotely. She is able to provide information and counseling to area disabled and elder individuals and assist them to access the services they are eligible for. She is certified to complete the needed Functional Screens with elders to approve them for Long Term Care Services, during the pandemic she was able to do this screen over the phone. She then assists them in completing needed applications and gathering of documentation for submission to the Income Maintenance program for financial eligibility if needed. Once their functional and financial eligibility are determined she offers them the options for service providers and the client is in charge of making the decision for a care provider that meets their needs and wants. The ADRS works closely with the Wolf River ADRC and the Tribal Disability Benefits Specialist Program through Great Lakes Intertribal for client assistance in application and approval. She also works with other local departments/agencies to find proper resources for medical equipment, emergency or energy crisis needs and/or home maintenance supplies to better equip their homes for disability needs.

This past fiscal year the Tribal ADRS has provided the following services to clients:

- Completed 15 Functional Screens

- Spoke with 35 clients who requested consultation on available services.
- Completed 11 enrollments and 1 disenrollment for services with an approved provider.
- Attended 2 Transitional Fairs and the Disability Walk to share information about the program.

Through monthly completion of Time on Task reporting we were able to receive a federal match of \$24,722 to supplement this program.

With additional Covid-19 funding of \$5,000 we were able to secure a mobile office for this position that allows her to take her laptop out into the community to process the functional screens and provide information to clients. She has a mobile printer/scanner as well to collect needed documents so clients do not have to bring originals to the center. This funding also allowed for the purchase of some PPE supplies to be able to assist the elders in the community. Due to the end of fiscal year, these will be ordered in the fall and distributed to elderly and disabled clients.

Functional Screen retesting for this position was schedule this year but due to Covid-19 it has been pushed out to a further date to be determined. The ADRS has spent much time this past year studying for this test with the assistance of the State of WI. She is looking forward to applying her knowledge to the test so she can continue to offer this service to community members.

TANF:

The Tribal TANF program is designed to assist low income families work towards self-sufficiency. This program is similar to the State W2 program but is tailored specifically to meet the needs of our community members. This process includes overcoming barriers to employment, gaining job readiness skills, job training and in some cases work experience placements.

The TANF program has five main goals they strive to achieve through the operation of the program:

- 1.) To reduce the overall costs of public assistance by promoting work as a means of family support;
- 2.) To promote individual employability of TANF recipients through close collaboration and coordination between the TANF Program, PL 102-477 Program, Education Department, and other Tribal programs;
- 3.) To reduce generational dependency on public assistance through the development and awareness of work ethics and their value to individuals, their children and the community;
- 4.) To decrease specific barriers to employment such as drug and alcohol dependency by establishing drug testing as one of the necessary eligibility requirements for TANF benefits, and referrals to AODA evaluation and treatment, and
- 5.) Promote self-esteem, independence and self sufficiency.

The TANF program service area is limited to the geographical boundaries of the Menominee Reservation and Menominee County including Middle Village. Eligibility for TANF benefits are based on the Department of Health and Human Service Poverty Guidelines at or below 185% FPL for eligibility and is available to Native and Non-Native individuals residing within our service area for the last 30 days.

Our Tribal TANF program is designed to assist needy families within our community to work towards self-sufficiency. Each client is assigned to a Case Worker who works one on one with them to create an individual plan. This plan will include goals for the client to work towards that will assist them with the final goal of securing employment and becoming self-sufficient for their family. This plan will look different for each family as it is designed to meet their individual needs.

Clients meet with their Case Worker on at least a monthly basis to discuss their progress and needs as well as to review their personal employability plans. Clients are required to submit weekly participation and a monthly change report form to assure they remain in compliance. During the pandemic workers had to be creative to work on ways that clients could complete their needed hours of participation while keeping their families safe. Items such as family activities, cooking together, homework and outdoor exercise where added to increase family time and safety.

Monthly cash benefits were provided totaling \$93,103 and an additional \$11,452.30 in supportive services provided to these families this past year. Supportive services are provided to assist families with various needs during their time on TANF to allow them to concentrate on goals being worked on while keeping their basic needs met.

Work Experience contracts are a key aspect for our TANF program which allows those clients that have overcome their barriers to be placed in a job placement to gain experience and or be hired on after contract. This past year we were unable to complete any work experience placements but did have 5 TANF clients gain employment through the program. Each of these families is followed for the next 12 months as long as employment continues and are provided supportive services and case management to encourage continued employment.

Extra incentives for continued job retention, finishing HS diplomas or secondary schooling are also available to clients as well as monthly incentive gift baskets for completing all needed paperwork and hours monthly.

Some of our highlighted successes of the TANF program this year include:

- 5 clients obtained part or full time employment throughout the fiscal year.
- 1 client and children became engaged in Behavioral Health Services.
- 1 client was in continued compliance with Probation and Parole and released from home arrest requirements allowing her more flexibility in working on her plan.
- 4 clients obtained their probationary drivers' license or paid fines to become reinstated.
- 2 clients completed their initial assessment and began their AODA treatment plans.
- 2 clients enrolled into CMN in an Associate's Degree program.
- 1 client accepted an internship with CMN-Sustainable Development Institute.
- 1 two parent family was married and will now support their family together.

Our TANF families have been challenged this year not only by the Covid-19 pandemic, but also by the lack of available child care in the community as well as housing shortages. We continue to work with families to overcome these barriers. Gaining employment during this has proved to be its own challenge. We continue to come up with creative ways to work towards self-sufficiency and gain new skills that will be put to use in the future.

Public Law 102-477:

The Menominee Indian Tribe's Public Law 102-477 Plan includes the Workforce Investment Act (WIA), Adult and Youth Comprehensive and Native Employment Works (NEW) funding. Services are designated for youth and adults, including individuals that have been recently placed on lay-off.

Eligibility for Public Law 102-477 services requires the individual to be "Native American" or "American Indian". The 477 Program has established a definition of this to be anyone who is: (1) an enrolled member of the Menominee Indian Tribe (2) an enrolled member of a federally-recognized Indian Tribe or (3) ¼ or more of Indian, Alaska Native or Native Hawaiian descent; or (4) a direct descendant of an enrolled Menominee member or an enrolled member of any other Federally recognized Tribe. Additional eligibility requirements include that the participant must also be: (1) economically disadvantaged; or (2) unemployed; or (3) under-employed. Adult applicants must be age 18 or older, while youth applicants can be between the ages of 14-24 years. All eligible applicants must reside within the service area of on or near the Menominee Indian Reservation. Off reservation eligibility is open to Menominee Indian Tribe enrolled members or 1st descendants only.

The Job Counselors average a total case load of 83 clients a month. Clients meet with their Job Counselor to complete an Employability Plan, which lays a course for the client, outlining activities for them to complete to work towards their goal of education and/or employment. Milestones are reached and achieved along the way and new goals are set. This program is a voluntary program that offers no monthly benefit but does offer supportive services that are employment or education related, to overcome barriers. These requests range from bus passes, gas cards, AODA assessment, minor car repairs, tire

replacement, driver's license fees, car registration, post-secondary education fees, professional license fees, minor tools/equipment and interview/work clothes and shoes.

A few of our highlighted successes of the 477 program this year include:

- 26 clients obtained part or full time employment.
- 1 clients successfully completed their AODA program.
- 1 client hired to fill the Summer Youth Supervisor position for the 6 week program.
- Assisted one client with filing his weekly Unemployment benefits during the pandemic.
- Worked with Menominee Tribal Clinic to fill the need for emergency hires for cleaning with the added needs of the pandemic. One client went on to be hired and continued to interview for another position within the clinic and gained employment full time.
- 1 client passed his BS in Biology from UW-Stevens Point and was scheduled to take the Dental admission test but due to Covid-19 is was rescheduled to August which will delay him from being able to enter Dental School until June 2021. He secured his 2nd year internship as a Researcher of Forest Resources with the University of Minnesota and is placed at SDI- College of Menominee Nation.
- 1 client successfully completed her Fire Fighting training.
- 1 client completed the Tech Hire Good App training and started a paid internship with Oneida Tourism Department.
- 1 client completed CNA course and passed her testing and went on to be an emergency hire at the CBRF.
- Assisted one tribal member with completing and filing for her Tribal Pardon application. Worked with the Chairman's Office, Legal Department and finance to submit the proper documentation for placement on the MTL agenda. It was approved and a resolution completed.

Work Experience contracts for our clients have assisted them to overcome their barriers and become ready for employment. The Job Counselors work with area departments to secure job placements for hire utilizing our Interdepartmental Contract. This past year we had client's complete seven (7) Work Experience contracts. Most of these 7 contracts were completed prior to Covid-19. Once the shutdown started we were unable to place clients for experience contracts due to the number of restrictions placed workplace attendance. One client continued on in his placement with the Department of Agriculture and was extended to assist their program. We are hopeful this will improve in the coming year.

Collaboration continues with Deb Buckley representing the NEW Curative Rehabilitation-Senior Service Program which serves elders, over the age of 55 that are looking for employment. This program is operated under a USDOL grant in cooperation with Senior Service America, Inc. Deb is encouraged to utilize our office building for onsite meeting with clients from our community as her office is not located here but she services our community. She has been able to assist one of our elders in continuing employment and accessing services available to them this past year.

Summer Work Experience

Summer Work Experience services are available to youth between the ages of 14 to 24 who are "Native American" or "American Indian" and economically disadvantaged. Services to youth usually include: paid work experiences, educational trainings, assistance with resume creation, and leadership development. This year due to Covid-19 restrictions, we created a virtual youth program to allow youth to participate and gain knowledge while remaining safe at home.

This past summer the Community Resource Center received ninety-eight (98) completed applications, including resumes. Of the total applications, four (4) of these were over income. The remaining ninety-four (94) youth were invited to participate in our weekly training videos and packets.

Our new virtual program consisted of 5 weekly training sessions/packets. A weekly video was produced by the youth staff and shared through social media. Weekly packets were placed in our outside lending library for weekly pick up and drop offs were completed in our drop box. Youth were able to connect with staff through social media and phone to have questions and concerns addressed. A survey was also

completed at completion to gain insight into the new approach. A total of \$44,340 was paid out to the participants for packets completed. Youth were given a copy of their work packets at check distribution so they can have the information to refer back on as they continue to grow their work skills. The following are the results of the 5 weeks.

- Week 1: Tackling the Tough Skills (7/13/20)
 - (93) packets turned in
 - (92) scored 71% or higher
- Week 2: Learning How to Sell Yourself (7/20/20)
 - (92) packets turned in
 - (84) scored 71% or higher
- Week 3: Looking Into My Career Future (7/27/20)
 - (89) packets turned in
 - (86) scored 71% or higher
- Week 4: How Far Will Your Pay Check Take You (8/3/20)
 - (87) packets turned in
 - (87) scored 71% or higher
- Week 5: What Would You Do If You Knew You Couldn't Fail (8/10/20)
 - (86) packets turned in
 - (85) scored 71% or higher

General Assistance Relief Funds

Grant monies were received through BIA – General Assistance to fund a program to assist those that were laid off from employment or lost employment after March 1st due to Covid 19 and then were denied or had pending Unemployment claims. Paper applications were made available beginning in July after approval of our grant application. Applicants are required to be an enrolled member of the Menominee Indian Tribe, living on reservation lands and have been denied or not eligible for other services such as Social Security or TANF/W2 program funds. Applicants also needed to provide documentation of job loss, denial from unemployment, tribal enrollment, verification of residency and a photo ID. We were awarded a total of \$56,419 in funding for this project. To date we have received 35 applications and of these 10 have provided the documentation needed for approval. There were 12 applications denied due to not meeting the requirements and the remaining 13 cases remain in a pending status awaiting follow up from applicants. All applications were followed up with phone calls and/or letters letting them know what documentation needs to be submitted to consider approval. One applicant applied for and was approved for TANF which is a better option for ongoing support to this family. This fund will be ongoing throughout the Covid 19 pandemic and is still available for those that were affected during the timeline, even if you have now returned to work but fit the category during the timeframe listed.

Annual Updates

We as a staff continue to participate in the Community Engagement Committee. We have one staff that attends the regular quarterly meetings. We participate in the following plans: Kapaemehtonenaw (formerly Fostering Futures), Culture Camp, Increasing Participation in CEC, and Tribal Justice Strategic Planning. These meetings allow us to get a bigger picture of what is happening in the community and where our services can assist.

During the Covid 19 shut down the Director stayed in touch with each of the programs supervised by use of social media and webinar meetings. These weekly meetings kept us up to date to the continual changes taking place to Income Maintenance case processing and services available to clients.

The TANF staff began using our Facebook page to share reminders for clients to assure compliance with our program requirements so their monthly benefits did not get reduced.

During shut down we made our computer lab available by appointment to assist community members in applying for Unemployment benefits and job search activities. The DMV was also closed for a time and the lab was made available for those that needed to register a vehicle online and print out supporting documents. We continue to fax out timesheets for community members who participate in home care so they could continue to receive their paychecks timely.

Completed a review of our Income Maintenance program with the State of WI, through case review and Zoom meeting with staff. Final results were a few corrections to make to case processing with no major deficiencies.

Completed renovations of our front entry area. We relocated our Receptionist area to a secured room with a speak through window. The prior reception area was turned into the waiting area. We added a charging station for client access and copies of our forms to this area. This renovation has allowed for a secure setting for our front desk staff and safety from customer contact which was planned before the Covid 19 pandemic.

Community Participation/Collaboration

The Community Resource Center provided financial assistance and/or personnel for the following community events/activities during this fiscal year: Culture Camp, Sturgeon Feast, Sobriety Pow Wow, Breakfast with Santa, Community Trick or Treat, Color Run and the Senior Banquet.

Staff attended and assisted with registration for the Opioid Forum held in January at the Menominee Casino Resort. Staff also assisted with gift wrapping for Project Joy in December.

We hosted a joint meeting with the Child Support Director to discuss our collaboration and created a new MOU.

Members of our staff participate in the following committees/activities: Community Engagement Committee, Labor and Education Committee, Fostering Futures Advisory Council, Youth Services Providers, Toys for Tots, Youth Olympics and Night out against Crime. Unfortunately due to Covid 19 Youth Olympics and Night Out Against Crime needed to be cancelled.

We held our 9th Annual Haunted Hallway October 2019. This event is planned and executed by a joint effort between staff, clients and community members. No federal or tribal funding is used to sponsor this event. We accept donations of items to loan or use and participants use their imagination and donated items to create a fun evening for the community. This year our focus for fund raising was Natives Against Heroin and Coats for Kids as well as two church pantries. A total of \$844 each was donated to agency.

Conservation

Maniyan Pyawasay, Director

Staffing includes (1) Director, (1) Senior Conservation Warden, (2) Conservation Wardens, (1) COPS Outreach and Education Conservation Warden and (1) Administrative Secretary.

GOAL:

This program will achieve the objectives listed in the Statement of Work as provided in the Rights Protection Contract. Those objectives specifically include administrative duties, Conservation Law Enforcement, Outreach and Education; provide assistance with the Fish and Wildlife Management and Environmental Quality Services. These shall be carried out by means of patrol, investigation of complaints, and issuance of citations, educational presentations, and in-service training.

Coronavirus (COVID-19):

The Coronavirus (COVID-19) pandemic continues to pose significant challenges for tribal agencies, while also affecting everyone personally. The COVID-19 pandemic hit our department directly leaving us with limited staffing during quarantine/isolation periods.

During the beginning of the pandemic, our department was one of many that was deemed essential and remained open to provide services to the community. Our agency had to adapt to many different aspects of our job. We saw a significant increase in Tribal members/descendants/spouses

being out in the woods fishing, hunting, trapping, gathering, or just enjoying the outdoors.

For the first time in several years, the agreement with the Wisconsin Department of Natural Resources (WDNR) canceled the annual Sturgeon release due to COVID-19 concerns. This canceled our Sturgeon Guard program for this spring. We are hopeful we can resume the program next year.

We had to make many improvements/accommodations for our tag distribution. Tribal members could either call the office or message the Menominee Tribal Conservation Facebook page to arrange a time to pick-up tags. The Department installed a drop box outside of our office so community members could pick-up their tags at their convenience that included after business hours, holiday's, and weekends. We also expanded our hours to assist with tag distribution and harvest registrations.

Administrative: Administratively, the Conservation Department provides service to the public by issuing 5,489 game tags to enrolled members, descendants, and spouses in FY2020.

GAME HARVEST REGISTRATIONS

	2020	2019	2018
White tail Deer Bucks	239	234	290
White tail Deer Does	130	118	159
Black Bear	15	14	17
Spring Turkey	7	7	4
Fall Turkey	4	4	5
Fisher	0	0	2
Bobcat	2	2	1
Otter	3	2	6
Sturgeon	1	0	0

The Conservation Department struggled with minimal staffing throughout the fiscal year. With the retirement of previous Director Walter J Cox in August 2019, there were two interim Directors of Conservation until the position was filled in January 2020. In April, Warden Jaime Guzman was promoted to Senior Conservation Warden. That left a vacant position open and is currently unfilled.

The Conservation Department is currently in year three of a seven-year lease for office space at the Culture Building on the College of Menominee Nation (CMN) campus. The department currently plans to remain at CMN for the remaining lease term; the hope is to plan for a natural resource complex sometime in the future.

Enforcement:

Enforcement duties include patrol of approximately 235,000-forested acres of sustained yield land, including an estimated 80 named lakes, and roughly 300 miles of trout streams. The primary focus is to enforce treaty rights and provide protection of Tribal natural resources. Conservation Officers enforce Federal Laws and Tribal Codes to provide protection of resources and encroachment from outside threats. Wardens also assist the Menominee Tribal Police and Menominee County Sheriff's Office when necessary. Other collaborative agencies include the U.S. Fish and Wildlife Service, U.S. Forest Service, WDNR, and the Raptor Education Group Inc.

CONSERVATION LAW ENFORCEMENT STATISTICS

	2020	2019	2018
Reportable Incidents	2332	1644	1016
Citations Issued	95	47	52
Warnings Issued	32	49	35
Complaints Received	305	150	154
Interagency Assists	146	140	98
In-service Hours	382	406	302
Permit/ID checks	1204	252	139

Investigations	28	78	82
Court Appearances	44	14	19
Meetings Attended	70	163	120

Training:

Throughout the year, the Menominee Tribal Conservation Department has enhanced their law enforcement services for the community. A main component of this includes protecting the Menominee Tribe's natural resources. We have better trained and educated Wardens to understand and address the demands of the changes in the community. During the end of FY2019 and the beginning of FY2020 Conservation Wardens along with Menominee Tribal Police Officers and Menominee County Sheriff Deputies attended Crisis Intervention Team (CIT) training and obtained their CIT certification.

Conservation Warden In-Service Training FY2020

- CIT Training (CIT Certification for all Wardens)
- Wisconsin DNR Mini Academy (Instructor Certification for Hunter, Boat, ATV/UTV)
- Hunter Education certification
- BIA Contract Training
- Federal Law Enforcement Training Center (FLETC) – Tactical Medical Training
- FLETC Legal Update training
- Wildland Fire Refresher training
- ATV Certification
- MITW Opioid Forum
- Semi-Annual Firearms Qualifications
- First Aid and CPR
- Physical Efficiency Battery
- Taser Recertification
- Evidence Processing training

Special Project Funding:

The Department received Special Project funding to develop internal policies for Conservation Law Enforcement. To date the Department has completed nineteen policies, with the most current one being the hiring of a Consultant to assist with the development of our Evidence and Property Policies and Procedures manual. The policy was approved by the Law Enforcement & Resource Protection (ERP) committee & the Menominee Tribal Legislature. In addition to the policy being written, the Consultant completed a security assessment of the Department office and cold storage facility. Improvements were noted to enhance the security and integrity of the evidence collected. We started working on those improvements and will continue to do so until the project is complete.

Outreach & Education:

The Department does their best to provide information to the general public on safety, hunting, fishing, trapping and gathering regulations, program functions, and other laws relating to the natural resources.

Due to circumstances out of our control, we had to cancel many of our outreach and educational activities to the community due to the COVID-19 pandemic. We were unable to hold our annual Hunter Safety Education and ATV/UTV Safety Education Courses due to the pandemic. We are hopeful we can resume the education courses next year.

The Tribe received a four-year Community Oriented Policing Services (COPS) grant to hire a Warden who will focus efforts on providing different aspects of safety education to the community. The position was filled by Michael O'Reilly who was previously employed at the Menominee Tribal Police Department as a Patrolman.

Community Related Activities & Outreach Events:

- Basic trapper education to the Menominee Tribal School Language & Culture classes (6th, 7th, & 8th)
- Menominee 4-H program (planning stages of development a Menominee Youth Archery team)

- Menominee Tribal School family ice fishing event – education on different types of fish species and set up fishing stations for the students
- Outdoor Survival skills
- Animal and Track Identification to Keshena Primary School - 3rd grade students
- Mapping & Outdoor Survival Skills to CMN STI program
- CMN Internship Ride-Along

Fish and Wildlife:

Conservation staff assists Environmental Services with fish and wildlife surveys and data collection. The department also assists with nuisance animals; especially spring and summer black bear calls and complaints.

Fish and Wildlife Surveys & Calls:

- White-Tailed Deer Pellet Count
- Ruffed Grouse
- Sandhill Crane
- Lake Sturgeon Management
- Beaver Management & Population Control
- Assist with Nuisance Animal Calls & Complaints

Environmental Quality:

Efforts are ongoing to protect our Tribal forest, lakes, and streams. It has become more and more evident, the need for recognition and attention for efforts in environmental enforcement and protection of our natural resources.

Department staff worked with Tribal Administration, Environmental Services, Community Development, and Menominee Tribal Housing to address the Trailer Court Improvement Project. Special efforts were directed at cataloging mobile homes that present environmental and health concerns. That project is currently on going.

Department staff also worked with Community Development in reference to junk mobile homes, junk vehicle, and solid waste/illegal dumping violations. Multiple citations were issued accordingly and we will continue to work diligently on this collaborative effort.

Other matters and efforts included outreach and education regarding the effects of lead bullets on wildlife and human consumption of game. During the Spring of FY2020, the Menominee Conservation Commission had a public hearing in regard to the non-lead regulation changes pertaining to the 2019-2021 Hunting & Trapping Regulations and 2019-2021 Fishing Regulations. The Menominee Tribal Legislature passed the regulations. However, due to the difficulty of obtaining the lead-free ammunition, the added cost and other concerns the lead-free ban was suspended until 2022. Tribal leaders are working to get lead-free ammunition that is available locally for the community members.

Environmental Enforcement and Protection Efforts:

- Issue Citations for Tribal Code Violations
- Investigate and Enforce Surface Water Code Violations
- Investigate and Enforce Solid Waste Violations
- Work with the Menominee Conservation Commission and Enforcement & Resource Protection Committee to Develop Stronger Codes and Regulations
- Provide Education and Public Outreach

FY2020 Budget Summary:

The Menominee Tribal Conservation Department's primary source of funding is Bureau of Indian Affairs (BIA) Wildlife & Parks and BIA Rights Protection, State, and Tribal funding. Our department also receives funding to operate effectively from COPS Grant Program for personnel, equipment and training.

Early Childhood Services

Meah Hesse, Director

Early Childhood Services continues to provide early education services and a host of other services to children and families living on the Menominee Reservation and surrounding areas. The program is in a continual stage of improvement as we strive to provide the best possible services and resources to our youngest community members and their families. Early Childhood Services does not provide these services alone and relies on community partnerships with many Tribal and non-Tribal agencies in efforts to give children a comprehensive early education experience that focuses on the whole child and their family. The programs located within our department are Head Start, Early Head Start, Day Care and Pregnant Mothers.

Day Care

Mission: Menominee Early Childhood Services-Day Care's mission is to help children develop positive self-image while growing physically, emotionally, and intellectually in a positive direction. The purpose of Early Childhood Services-Day Care is to provide Day Care Services with preschool activities along with a specialized program for families in need of Respite Care.

Service Area:	There is no designated service area where children and families must reside in order to receive services.
Ages Served:	Six weeks through 12 years
Eligibility:	There are no specific eligibility requirements to receive services. However, in order to receive a childcare subsidy, there are certain eligibility requirements that must be met, specific to each funding source. The two subsidy programs available to Day Care clients are the Child Care Development Funds grant and Wisconsin Shares Program.

FY20 Services:

Day Care served 89 children from 63 families in FY20. In addition to providing the day-to-day early education/childcare services and Menominee Language instruction, the program also holds activities aimed at increasing parent and community involvement at the center. In FY20, the program held the following family/community involvement activities: Monster Mash Halloween Party, Thanksgiving Social, and Santa Visit. Due to the abrupt closure in March 2020, many of the annual activities were postponed, canceled or done virtually. During the closure, teachers provided educational packets for all their children and reached out to them on a weekly basis. In addition, they posted videos on social media of them doing an activity, reading a book, or holding a mini class so the children could see them, hear their voice and remember them when we re-opened.

Menominee Language Immersion Classrooms: ECS continued to provide Menominee language immersion services. This year we have three Day Care immersion classrooms for children up to three years old. The program currently has five Immersion Teachers in the department providing Menominee Language immersion services to 16 infants/toddlers. This year, one of the classrooms was converted to a three-year-old Menominee Language Head Start classroom that is still located within the Daycare center. These classrooms continue to garner a significant amount of interest across with numerous Tribes and state/federal officials working with the Menominee Language and Culture Commission to visit the rooms and hear the story of how these rooms came to be.

Health Screenings: Children receiving full-day services during the school year were again provided with health screenings through an agreement with the Tribal Clinic. These children received the following screenings performed by medical professionals: height/weight, hearing, vision, and dental. These are the same screenings ECS is required to provide to Head Start children and the specific screening measures are detailed later in this report.

Respite Care: The Tribal Day Care has an agreement with Tribal Social Services and Maehnowesekiyah Domestic Violence Shelter to work in collaboration to provide family based child welfare services to support families who have experienced domestic violence related trauma and to prevent and treat child abuse/neglect through crisis respite childcare services. This is achieved by providing education, outreach and supportive services for families who have experienced violence and trauma in their lives. Supportive services are provided through weekly meetings that parents have with the referral team. The referral team consists of the Center Director from the Day Care, a Social Worker from Tribal Social Services and the Children's Advocate from Maehnowesekiyah Domestic Violence Program. Numbers served were on a decline this year, as only one child from one family was provided with these services in FY20. This was due a decreased need along with the closure of our Daycare center in March 2020.

Social Emotional/Screeners: The Day Care continued providing mental health screenings to children receiving full-day services. Teachers worked with parents to complete the Ages and Stages: Social/Emotional (ASQ-SE) screener, which is used to assess each child's mental health. Day Care staff were fortunate to not have to start the process from scratch, as the process used has been in operation at the Head Start/Early Head Start program since 2005. The Health/Nutrition/Safety Manager played an integral role in this implementation process, as she is a certified ASQ-SE trainer and leads the process at all three ECS centers. The Day Care was on the path to provide a developmental assessment to Day Care children as well, but with the closures throughout the year, that will be a goal for FY21.

Trauma Smart Training: In FY20, the Day Care used its in-service days, half days, and closure time to provide multiple training opportunities. Included in the trainings was the Trauma Smart model that has been adopted by the Head Start/Early Head Start, Day Care Center, Menominee Indian School District, and Menominee Tribal School to provide trauma-responsive services to children and families of our community. Our Family Service Manager, Zoie Fossum, is certified to provide these trainings and has been instrumental in ensuring all trainings and booster sessions are made available to all ECS employees.

Items for FY21

Menominee Language Immersion: The Menominee Language program is planning to expand even further into a four-year-old Head Start Immersion classroom next year. Once we get this path established, we will begin to open more Day Care infant/toddler classrooms. We would like to have one more full immersion classroom and one dual immersion classroom. The first classroom will be through the addition of a full language immersion classroom where infants and young toddlers will be targeted for services. The second room will be in the dual language format where a certified Language Immersion Teacher will pair with a Classroom Teacher to provide childcare services in both Menominee and English languages. With these additions, 28 children will be receiving full or dual language immersion services. ECS will also continue working with the Menominee Language and Culture Commission in the development of a Day Camp concept to serve immersion students in the summer months when Head Start is out of session. A day camp is a licensed location that provides childcare services in a format that is not done in a center-based setting, but rather in the outdoors.

Virtual Services: Our program will continue to build upon our virtual services option and family outreach during any type of closure. We will begin to explore and obtain a new curriculum that aligns with our program goals and priorities and that can be used in a hands-on method as well as a virtual method. This will allow us to continue educational services through closures and provide parents with developmental opportunities and guidelines.

Head Start/Early Head Start

Mission: Menominee Early Childhood Services-Head Start/Early Head Start believes that a child can benefit from a comprehensive Early Childhood program that promotes healthy development through Head Start/Early Head Start staff, parents, and the community. By working together, we can develop a child's abilities to their greatest potential so that each child may show confidence in their abilities to go forward in pursuit of a full and successful life.

Service Area: Head Start/Early Head Start may only serve children in its service area, which includes Menominee Indian Reservation/County and surrounding communities

including the city of Shawano, Gresham, Suring, Cecil, and Middle Village. There may be instances where the program can serve children in areas outside this service area pending approval of Head Start programs in that area and the Office of Head Start.

Ages Served: Six weeks through five years of age and expectant mothers

Eligibility: While Head Start is designed to serve low-income children and families, the Head Start Performance Standards allow Tribal programs to serve up to 49% over-income children and families. Head Start/Early Head Start ensures that children who are from low-income families and children with disabilities receive priority in enrollment as per federal regulations.

Funded Enrollment: 179 Head Start children (ages 3-5)
52 Early Head Start children (age six weeks to three years)
14 Pregnant Mothers (pre-natal and post-natal services for expectant mothers)

As per the Head Start Act (as amended December 12, 2007), the following is being reported for Program Year 2019/20:

1. Total amount of public and private funds received and the amount from each source as well as what was expended for the life of the grant/budget. (This info is from the grant specific FY20 which for some differ from the Tribal Fiscal year of October 1 to September 30).

- Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. Awarded: \$1,914,380.00; Expended \$1,906,205.59.
- Bureau of Indian Affairs Part B. Awarded: \$70,630; Expended \$70,630
- Bureau of Indian Affairs Part C. Awarded: \$3,780.; Expended \$3,780
- Wisconsin Department of Public Instruction Head Start Grant. Awarded: \$60,912; Expended \$60,912
- Wisconsin Department of Public Instruction Child and Adult Care Food Program. Awarded: \$313,196.80; Expended \$169,652.41
- Menominee Indian Tribe of Wisconsin. \$834,193.81; Expended \$429,948.83
- Wisconsin Health and Human Services Tribal Birth to Three Grant: Awarded: \$10,000 Expended: \$335.02
- Wisconsin Department of Public Instruction Language Revitalization: Awarded: \$20,000; Expended: \$19,555.99

2. An explanation of budgetary expenditures and proposed budget for the fiscal year

- Department of Health and Human Services, Administration for Children and Families, Head Start/Early Head Start Grant. This is the main source of funding and is spent according to an approved budget. The budget is approved by the Policy Council and includes expenses for salaries, fringe benefits, supplies, direct operational costs, and indirect costs. This funding runs out in the months of April/May each program year at which point, supplemental funding from the Tribe assists with maintaining the program. FY20 award: \$1,914,380
- Bureau of Indian Affairs Part B: This funding is for age groups 3-5 years and is used to provide free and appropriate public instruction for children with disabilities. Expenses include salaries and fringe benefits. Anticipated FY20 award: \$115,260
- Bureau of Indian Affairs Part C: This funding is for age groups birth to 3 years for the early identification of infants and toddlers who are at risk of developmental delay if early intervention services are not provided. Expenses include salaries and fringe benefits. Anticipated FY21 award: \$3,780
- Wisconsin Department of Public Instruction Head Start Grant: This supplemental grant provided experience to preschool children who would otherwise be on waiting lists to receive the federal Head Start program. Expenses include salaries, fringe, transportation services and classroom supplies. FY21 award: \$58,711
- Wisconsin Department of Public Instruction Child and Adult Care Food Program: This funding provided reimbursement for breakfast, lunch, and a snack for every child enrolled in

the program. Expenses include personnel, fringe, administrative, supplies, and indirect cost. This funding is shared with the Tribal Day Care. FY21 award: \$397,573.02

- Menominee Indian Tribe of Wisconsin: This is supplemental funding to assist the program in service delivery. Expenses include personnel, fringe, supplies, operating costs, contractual food services cash match and indirect costs. FY21 award: \$873,992
- Wisconsin Department of Health Services Birth to Three Tribal Grant Funding: This funding is used to increase awareness, access, and use of early intervention services for American Indian children with developmental delays and their families in Tribal communities. The funding will be used to purchase developmental slide charts for parents, purchase incentives for Child Find events, and salary and fringe for planning/coordination of these events. This funding is shared with the Tribal Day Care. FY21 award: \$10,000
- Wisconsin Department of Public Instruction Language Revitalization: This funding is used for language activities related to providing instruction in our Menominee language as curricular or co-curricular offerings including, but not limited to, curriculum design, creation of appropriate assessment instruments, professional development activities, language-focused parent and community engagement activities, instructional delivery, and program evaluation. Specific plans for these funds are Menominee language curriculum development, storytelling events, pow-wows, round dances, digital Menominee language signage, and further development of the web-based site for classroom and parent use by adding additional audio and video clips in our Menominee language. Anticipated FY21 award: \$40,000

3. The total number of children and family services provided by the program.

Early Head Start in 2019/20

Total number of children served: 73

Total number of pregnant women served: 29

Total number of families served: 85

Head Start in 2019/20

Total number of children served: 195

Total number of families served: 142

Supportive services units of 426 were provided to families in the form of Goodwill clothing vouchers and referrals to outside agencies. Other services were provided directly to children and families through day-to-day programming.

4. The results of the most recent CLASS Observation by the Office of Head Start

The program completed the CLASS review in the spring of 2020. This review was done in a virtual fashion with a desktop review. Early Childhood Services – Head Start/Early Head Start received a satisfactory score and our program is now eligible for a non-completive 5-year grant award to operate the program. Since then, we applied and received the funds for the 5-year grant.

5. The percentage of enrolled children that received medical and dental exams

- 99% of children enrolled in the program received Early and Periodic Screening, Diagnostic and Treatment (EPSDT) and/or a medical exam.
- 100% of children enrolled in the program received preventative dental care.

6. Information about parent involvement activities

Parent involvement activities in the program included participation in Parent Committee meetings and Policy Council meetings. Other program activities where parents participated included: health component screenings, Kiddie Crime Stoppers March, field trips, center Trick or Treating, Smart Connections sessions, after-school family activities, Santa visits, cookie socials, Christmas concerts, snow-shoeing, and our annual Winter Feast & Storytelling event. In addition to these activities, parents, high school students, and community members continued to volunteer their time in the classrooms and at the centers throughout the year. Classroom family activities were also held monthly with various themes including: holiday-themed activities/parties, father/father figure activities, Grandparents Breakfast, Spirit Week, Aunt's/Uncle's Day, Dr. Seuss Week, National Breakfast Week,

Native Food Experiences, Week of the Young Child, National Volunteer Week, Mother's Day, and Father's Day.

Monthly Family Night activities held at each center included the following training topics: Healthy Food Preparation, imaginary play and language development activities, color knowledge activities, and other educational and holiday-themed activities. Pregnant Mothers meetings were also held monthly and included the following training topics: Physical Wellbeing, Substance Use & Abuse during Pregnancy, Literacy Promotion, Postpartum Depression, Food Assistance, Breastfeeding and the Birthing Process, Brain Development in Utero, Oral Health during Pregnancy, Finance Planning during and after pregnancy, Facts/Myths about Pregnancy, Self-care during Pregnancy, and Car Seat Safety.

7. The agency's efforts to prepare children for kindergarten

MECS is in the process of revising the decades old Big Day at Pre-K book series. MECS looks to better align the Early Childhood and Preschool curriculum. In addition, MECS has worked to review and align instructional standards by conferences between the MECS Education/Disabilities Manager and Kindergarten teachers. For example, these meetings have given MECS more information about current MTS's Phonemic Awareness Curriculum and Core Knowledge Language Arts. In addition, one of our MECS teachers participated in the summer 2020 MTS Language and Literacy Academy. Due to our early school closure in March 2020, MECS made heroic efforts to meet our pre-K children's needs by instituting an intensive four-week summer school enrichment program for them. In addition, children and parents were given a Homework Learning Kit. These activities provided guided practice for children to complete in the four weeks prior to Kindergarten's official start date.

Other Head Start/Early Head Start program highlights include:

Disabilities/Early Exceptional Needs: In program year 2019-2020, the program served 17 Head Start children and three Early Head Start children with EEN Services. MECS continues to provide EEN services to children with disabilities- ages six weeks to five years old. Each child, once found to be in need of special education services through a documented Individual Family Service Plan (IFSP)/Individual Education Plan (IEP), receives their services at the center to help them succeed and grow along with their peers in the regular classroom setting to the maximum extent possible. Over the years, MECS has enjoyed an outstanding working relationship with community partners to meet the needs of children with disabilities and provide a smooth transition process between programs for children with disabilities and their families. ECS collaborates with the Menominee Indian and Shawano Community School Districts through Memorandum of Understanding, as well as both the Menominee and Shawano County Birth to Three Programs through an interagency agreement between Menominee County Birth to Three, ECS, and MISD. The agreements among these community resources detail the responsibilities of each program in regard to Child Find. Child Find is the process to identify potential children with special needs along with the process to provide those services and supports to ensure that each child with a disability is able to grow and learn in their least restrictive environment along with their peers. For the past four years, the program has received Birth to Three Tribal Community funding from the Wisconsin Department of Health Services that it uses to increase the number of Child Find events held by the program and Menominee County Birth to Three program. Four Child Find information events are available in conjunction with other community events in hopes of reaching Menominee community families that are not receiving services through MECS to identify developmental delays in infants/toddlers and increase awareness of Birth to Three services. These grant funded events will continue in FY21.

Health Screenings: Per Head Start Performance Standards, all health screenings are to be completed within the first 45 days of the child's entry into the program. All follow-up treatment must be completed by the start of the next program year by the parents and documented. All failed screening results are sent to the families via mail with instructions on getting any necessary follow-up treatment. All available health screening results were shared at the parent/teacher conferences in the Fall.

Height/Weights: The Menominee Tribal Clinic provides height/weight assessments for all children at each center in the Fall and Spring of each program year. This year there were no Spring heights/weights due to closing in March 2020. The Nutritionist completed an individual assessment including the BMI,

Hemoglobin/Hematocrit, and the Anthropometric screening along with the WIC dietary assessment. The height/weight is measured by age and sex against the national average.

Visions: All vision screenings are done at the centers by the Menominee Tribal Clinic Optical Department.

Hearings: All hearing screenings are done at the centers by the Community Health Nurse and Health/Nutrition/Safety Manager. This year, we began using a new Welch Allyn Optoacoustic Emissions (OAE) Screener for children ages birth to three years old. The Menominee Tribal Clinic Community Health program nurses assisted with the four-year-old children by using an Audiometer. All children that test as a “Refer” are further assessed with an Otoscope check of the ear canal for wax/fluid and we determine if a referral is needed for further medical treatment.

Dental: All Head Start/Early Head Start children receive an oral screening and preventative care at the centers by the Menominee Tribal Clinic Dental Hygienist. The program, along with the Menominee Tribal Clinic’s Dental department, sends referral letters notifying parents/guardians if their child needs further treatment services. This Spring, we expanded services to our families with additional collaborative efforts with the Menominee Tribal Clinic’s Pediatric Dental services, where we teamed up with phone contacts to provide parents with five dates set aside for the Pediatric dentist. We also established three direct contacts at the MTC to assist us and the parents with the process according to each family’s insurance and patient registration situation.

Physicals: All children are required to have an age-appropriate Early and Periodic Screening, Diagnosis and Treatment (EPSDT) or Well Child Check on file within their first 45 days of entering the program. Through coordinated efforts between Head Start/Early Head Start and the Menominee Tribal Clinic’s Health Advisory Committee, all children are provided a Well Child Check at their respective center during regular program hours. For those children who enter the program after these screenings take place, Head Start/Early Head Start works with the family to get the child to meet this requirement by scheduling an appointment with Menominee Tribal Clinic’s Community Health Program or their primary physician.

Immunizations: All children are required to have an immunization record on file. All pre-Kindergarten children have the option of receiving their required vaccinations here at the centers by the Menominee Tribal Clinic’s Community Health Program. During our Summer School Program, immunizations were scheduled, however, parents decided to take their children to the clinic to get them accomplished.

Mental Health: Head Start/Early Head Start uses the Ages and Stages Social Emotional (ASQ-SE) screening tool to assess each child’s mental health, per the Head Start Performance Standard requirement. All parents/guardians complete the age-appropriate ASQ-SE questionnaire for their child within the first 45 days of the start of the program year, which is primarily done at the first home visit. Program staff reviews each child’s questionnaire score with our Mental Health Consultant- Mark Fuller from the Tribal Clinic’s Behavioral Health Department. All children that score above the cut-off are re-screened and monitored quarterly. At the suggestion of our Mental Health Consultant or when a parent/guardian has expressed any concerns regarding their child’s development, the program holds an in-person special conference meeting with the parents/guardians to discuss recommendations on how to proceed. In FY19, four children were discussed with the mental health consultant and no children required direct services from the mental health consultant.

Trauma Responsive Practices: In FY20, all ECS centers continued their journey in becoming improved trauma-responsive service providers through the continued implementation of the Trauma Smart Model. As a part of the overall training model, ECS and the Keshena Primary School continued a partnership to provide Smart Connections training to the parents/guardians of the community throughout the 2019/2020 school year. Smart Connections is the parent training component of Trauma Smart that teaches parents the same principles and techniques that program staff receive in the training modules. In 2019/2020, a total of 154 community adults attended at least one of the ten Smart Connections sessions with 57 being parents of children attending ECS centers. The new hire training also continued in FY20 through the partnership with Keshena Primary School with 23 HS/EHS employees receiving training.

For FY20, both the Smart Connections parent trainings and Trauma Smart new hire trainings continued through the same means as in years past. ECS is pleased to report that it once again has an employee on staff that is a certified Trauma Smart Facilitator; Zoie Fossum, Family Services Manager attended training in FY19 and is now certified to provide this training to new ECS hires.

Transportation: All program transportation needs continue to be coordinated with the Menominee Department of Transit Services. They provide transportation for our field trips, transporting children to and from school, and are helpful when doing our bus evacuations. The Department of Transit Services provided transportation for 165 children who utilized bus routes for either the morning, afternoon, or both.

Local Education Agency Partnerships: MECS looked to strengthen the relationships it has with the Local Education Agencies on the Menominee Reservation and Shawano School District in the areas of Kindergarten readiness skills and Kindergarten transitions. Both Shawano School District and the Menominee Indian School District have a pre-Kindergarten program, but the Menominee Tribal School does not. MECS has endeavored to incorporate the pre-K learning objectives, with the existing school readiness goals, the Head Start Early Learning Framework, and the Wisconsin Model Early Learning Standards. MECS teachers participated in 40 hours of professional development to improve classroom instruction in an effort to better prepare MECS children for the academic rigors of Kindergarten. The Early Childhood Learning and Knowledge Center Crosswalk 15-minute In-Service Suites were the primary resource for the research-based training in instructional support. The ECKLC resource emphasized concept development as analysis/reasoning, creativity, and integration. Another area of improvement in instructional support was the area of language modeling. Teachers were given training in the use of meaningful classroom conversations, how to ask open-ended questions, how to repeat and extend concepts, and to build advanced language and vocabulary development. Note: No interagency child school visits were possible beyond March 2020 due to the COVID-19 school closures.

College of Menominee Nation Teacher Education Department: Currently, four MECS teachers are full-time teachers who are currently enrolled in the CMN Bachelor's degree teacher education courses. Two MECS teachers are enrolled in CMN classes to complete the nine core classes in Early Childhood to obtain the CDA credential. One MECS teacher is enrolled part-time to complete her Associates degree in Early Childhood Education at CMN.

Menominee Language: The Menominee Language and Culture Teacher continued with weekly visits to all ECS classrooms to provide direct language education to the children along with monthly teacher training sessions in FY20. Also, in FY20, ECS was awarded the Wisconsin Department of Public Instruction Language Revitalization grant for \$20,000 to support program language efforts. Funding was used to purchase Menominee Language story telling books, set up a teaching lodge in the DKB center for all ECS staff to use, and to hold cultural events such as:

- Winter Feast and Story Telling Event: In February 2020, the program hosted a Winter Feast and Story Telling event at the Five Clans Ballroom where a winter feast was served and afterwards, four Menominee elders told Menominee stories to ECS children, families, and staff.
- Virtual Pow-wow: Our annual ECS Pow-wow had to be canceled this year due to Covid-19. However, in June of 2020, the Menominee Language and Culture Teacher held a virtual pow-wow at the Veteran's Park in downtown Keshena. The pow-wow went "live" on the Early Childhood Facebook page and was recorded. A link was also sent to all ECS families so they could watch at any time.

Items for FY21

Focus Area One: Understanding the Approach to Program Services Monitoring: During the next fiscal year, the Office of Head Start will continue with its five-year monitoring schedule. The monitoring protocol will be held differently than in the past and will consist of telephone interviews, document reviews electronically, using the Head Start Enterprise System, and a follow-up discussion. This will be an opportunity for us to discuss our program design, management, and governance structure. Topics that will be evaluated are our program's approaches to staffing structure, program design,

education, health services, family services, fiscal infrastructure, and program governance. Our ECS program will begin preparing and submitting documents early this Fall for our latest Federal Review.

Head Start Menominee Language Immersion Room: ECS is continuing its work with the Menominee Language and Culture Commission to provide an immersion pipeline from birth through five years old. As a part of this work, plans are in the works to offer a full immersion Head Start room for four-year-olds beginning in the 2020-21 program year. This room would provide services to 20 four-year-olds and will serve children from the initial group of babies who began receiving immersion services at the Day Care Center in September of 2017. ECS will continue to aid in the preparation of Immersion Trainees for their move into ECS classrooms by providing observation and job training opportunities in ECS classrooms.

Education

Shannon Chapman, Director

The mission of the Tribal Education Department is to cooperatively provide assistance and support to Menominee and community residents who are in need of preparation to advance in the workforce or pursue higher educational opportunities.

With this mission statement, the Menominee Tribal Education department is one of many community resources that work together to support the overall vision statement of the Menominee Tribe: *We envision the Ojibwa (People of the Wild Rice) as a strong, healthy, and proud nation living in accordance with its culture and beliefs, and possessing the resources necessary to be successful in achieving our goals.* The Education department supports this vision statement through allocation of resources and providing ongoing support to Menominee tribal members so that they may achieve their educational and professional development goals.

The Tribal Education Department has 3 full-time staff: Shannon Chapman, Director; Gen Tomow, Program Assistant; and Julie Schultz, Adult Education Coordinator & GED Instructor.

The Tribal Education office administers 3 student grant programs:

- Adult Vocational Training: Grants for students seeking a technical certificate/degree
- Higher Education: Grants for students seeking a bachelor's degree
- Adult Education: Grants for work-related development and training

There are limited resources through tribal supplemental funds which assist individuals who are pursuing masters and doctoral degrees. There are also numerous scholarships, resources, and educational opportunities available to support tribal members in their educational endeavors.

The Education staff work closely with college and university financial aid departments, local high schools, the Menominee Vocational Rehabilitation program and other community programs, serving as advocates for students who are pursuing their educational goals. While the COVID-19 pandemic closed many non-essential tribal programs for extended periods during 2020, the Tribal Education office continues to provide support to students through email, telephone, social media, virtual meetings, and by appointment.

Menominee students who successfully complete their education programs have benefitted the Tribe, their families, and their communities through employment. They have done this by working in and administering programs that address health, education, and social issues.

Successful Menominee Graduates from 1976 to 2020:

The following indicate the total numbers of completions on record in the Education Department. These are confirmed completions; many more may have completed but have not notified our office.

- 104 Advanced Degrees
 - 8 Doctorate Degrees
 - 6 Juris Doctorate Degrees
 - 90 Master's Degrees
- 623 Bachelor/Associate Degrees
- 471 Technical/Certificate Completions

Graduate information is provided to the Menominee Tribal Human Resource department annually in order to inform their outreach and recruitment to fill positions within the tribal organization.

The 2019-2020 school year saw 58 Menominee graduates:

- 1 Doctoral Degree
- 8 Masters Degrees
- 16 Bachelor Degrees
- 28 Associates Degrees
- 5 Technical Diplomas

The varying fields of study include: Welding, Business Office Technician, Natural Resources, Business Administration, Public Administration, Liberal Arts, Early Childhood Education, Middle Childhood Education, Secondary Education, Residential Building, Accounting, Criminal Justice, Human Services, Automotive Technician, Gerontology, Social Work, First Nations Studies, History, Organizational Leadership, Community & Non Profit Leadership, Cultural Foundations in Community Engagement & Education, Biology Pre-dental, Biomedical Science, Entertainment Design/Computer Science, Exercise Science, Art Education, School Counseling, Environmental Studies, Nursing, Library Information Science, Natural Resource Science & Management, Indigenous Peoples Law, and Public Health.

Due to the COVID-19 pandemic, many colleges and universities cancelled in-person graduation events during the spring. Tribal leadership felt that it was important to recognize our graduates for their accomplishments, so the Tribal Education Department, in coordination with the Community Engagement Higher Education Workgroup and the tribal Incident Command Team, honored all Menominee graduates with a socially distanced ceremony in late August. The theme was, “Strong, Resilient, Indigenous.” The event was staged at the top of the Woodland Bowl and families viewed the event from their cars, and listened on as the event was broadcast over the radio. A prayer was said by Luke Otaeciah Besaw, and speakers included Tribal Legislator and MC, Gary Besaw; Tribal Chairperson Joan Delabue; and the keynote address was provided by Dr. Angela Fernandez, one of the graduates who earned both a master's degree in Public Health as well as a doctoral degree in Social Work. Graduates' educational journeys were highlighted and they received certificates, t-shirts saying “Strong, Resilient, Indigenous,” and their pictures were taken by a professional photographer. 2nd Island drum group honored them with a hand drum song and sang a traveling song as families departed.

Tribal Education plans to make this an annual event.

Community Engagement

The Program Director has been involved with a variety of partnerships with local high schools, providing presentations and documents to the students in the effort to inform and assist them as they prepare for post-high school plans. This includes information on financial aid, scholarships, and tribal grant information.

Tribal Education has been fortunate to partner with an energetic group of volunteers to form the Community Education Higher Education Workgroup. This year's group included Carey Wayka, Vicki Besaw, Cedar Kakkak, Kayla Diamond and Austin Retzlaff from the College of Menominee Nation; Jamie Loudbear Wayka and Michelle Frechette from Menominee Indian High School, and Crystal Tourtillott Lepscier from the University of Wisconsin-Green Bay. The Higher Education Workgroup collaborated to host 3 events for the Menominee community, on the College of Menominee Nation campus:

1. College Night (fall 2019)
2. Financial Aid/Financial Literacy Night (fall 2019)
3. Scholarship Night (early winter 2020)

With the COVID-19 pandemic impacting the ability to host in-person events, the Higher Education Workgroup will be hosting these events virtually during the 2020-2021 academic year.

As stated earlier, the Higher Education Workgroup was also the core group to plan and host the Honoring Menominee Graduates event, to honor all Menominee students who received their respective degrees during the 2019-2020 academic year.

The 2019-2020 academic year included organizing two campus visits for our Menominee students from both Menominee Indian High School and Shawano Community High School.

1. Columbia University & New York University: The American Indian College Fund Higher Pathways program provided a grant to support a planned campus visit to Columbia University in New York City. From November 13-16, a group of 16 high school students visited Columbia, where they were hosted by the University's Native American student organization. During this visit, the students also visited New York University. The students attending this campus visit were a part of the College of Menominee Nation Sustainability Leadership Cohort, of which Manih Boyd is the Coordinator. Students experienced campus life first hand, where they stayed in student dorms for 3 nights. They participate in informational sessions and then toured the campuses, learning about admissions, financial aid, academics, campus life, internships, extracurricular activities, and student support services.

The students and their families did a significant amount of fundraising to support this effort and the supplemental funds were utilized to pay for the cost of subway and taxi fare, food, and entry fees to the Statue of Liberty and Ellis Island Tour, the Metropolitan Museum of Art, the Phantom of the Opera of Broadway and a horse and carriage tour of Central Park. Other activities included visiting the Museum of the American Indian, walking across the Brooklyn Bridge, having pizza in Times Square, visiting the Today show, eating Thai food, and overall experiencing the diversity and energy of the city.

2. Marquette University: A group of 40 high school students were invited to visit Marquette University in Milwaukee, where they were hosted by the Native American student organization. This campus visit was coordinated in partnership with Jamie Loudbear Wayka from Menominee Indian High School and Melonie Dickie Reopelle from the Title VI Indian Education program at Shawano Community High School. Students participated in an information session in which they learned about degrees, programs of study, admissions, financial aid, academics, campus life, internships, extracurricular activities, and student support services. A student panel of Native American students shared their personal higher education journeys and experiences with our students and answered the visiting students' questions. The students then toured parts of the Marquette campus and received a complimentary lunch in the student union.

Partnership with Wisconsin Indian Education Association

The Tribal Education Department continues to maintain a close working relationship with the Wisconsin Indian Education Association (WIEA). WIEA is a non-profit organization that was established in 1985 by a group of concerned Indian educators to promote educational opportunities for Indian people in Wisconsin. With a unified effort by both Indian and non-Indian members, it has evolved into a pro-active organization that continually works on the issues that affect Indian education.

WIEA works with Wisconsin's state legislators and annually addresses the state's governing bodies at the capitol. A part of these efforts include what is known as *Act 31*. In 1989 state legislators passed statutes collectively known Act 31 in an effort to infuse American Indian studies into public education. Since that time, Wisconsin has required instruction in the history, culture and tribal sovereignty of the federally recognized tribes and bands in the state at both K-12 schools and in teacher education

programs. Since July 1991, anyone seeking a license to serve as a professional educator in the state must receive instruction in these areas.

The WIEA Board of Directors meets monthly in different tribal communities throughout the state. At these meetings, representatives from various regions throughout the state receive updates from the WIEA President, discuss issues related to Indian Education and advocacy, and plan annual events.

Adult Education & GED Initiatives

It had been a busy year, with dozens of inquiries regarding adult education and GED/HSED Prep. Each adult education candidate has options for participation, ranging from self-improvement to high school equivalency, to college-prep oriented, based on scores from the TABE (Test of Adult Basic Education) and/or learner needs. Students must be 18.5 years old or their 9th grade class has graduated from high school in order to enroll in GED/HSED Prep. A mandatory orientation period for every new student allows for personal education planning and assessment, paperwork processing, and an introductory course in GED Prep.

The Adult Education Coordinator provides a number of services within the community. She provides presentations, sharing information on GED Prep and other opportunities in the area of Adult Education for partnering organizations such as Maehnowesekiyah Treatment Center, the Community Resource Center, and the Tribal Jail.

As far as jail programming goes, in pre-COVID-19 times the Coordinator visited the tribal jail twice a week to provide GED instruction. This year saw the introduction of RACHEL (Remote Access Community Hotspot for Education and Learning), a portable server that delivers free educational content without having access to the internet, providing off-line digital GED prep and on-site GED credential testing. The RACHEL program was also funded by Wisconsin Literacy Council grant funding. After receiving a “hands on” overview of the unit in February, the LEC Training Coordinator will be moving forward with plans to purchase and implement a unit for continuous use by residents within the LEC. The Corrections version of the RACHEL includes many resources to guide and support justice-involved individuals, as they exit, so that when they get out, they have a greater chance to stay out.

The Adult Education Coordinator is also a member of the inaugural advisory group for BadgerLink, Wisconsin’s Online Library. Through her work with BadgerLink, the Coordinator is able to provide useful resources and materials that can help people improve their literacy outcomes, no matter what their journey. This past spring, the Coordinator met with staff at the Community Resource Center, to orient staff to the benefits of sharing the BadgerLink resources with their clients, and to ensure that all BadgerLink resources are available from the desktops in the CRC lab. Having BadgerLink readily available throughout the community helps reduce the barriers of access to skill-building resources, and increases community agencies’ ability to create a “one-stop shop” for assistance and support.

Our department continues to explore innovative ways to provide adult education services for the community.

Election Commission

Yvette Ducane, Chairperson

Ruth A. Waupoose, Member
Michelle L. Corn, Interim Member

Ronald G. Bowan, Jr., Interim Secretary
Janice M. Peters, Secretary

PURPOSE

The purpose of the Election Commission is to conduct Menominee Tribal Elections while abiding by Chapter 63: Elections & (63a) Election Milestones

ELECTIONS HELD

NOVEMBER 13th & 14th, 2019 PRIMARY ELECTION for MENOMINEE TRIBAL LEGISLATURE

Term expired for: Eugene Caldwell, Craig Corn, Ronald Corn, Sr.

"On Reservation" Candidates

DONA S. BEAUPREY
RANDAL CHEVALIER
RONALD J. CORN, SR.
VINCENT M. GRIGNON, JR.
ANNMARIE F. JOHNSON
GENA F. KAKKAK
DANA M. WAUBANASCUM
RONALD A. WAUKAU, SR.

"Off Reservation" Candidates

TRILBY BEAUPREY MCINTOSH
KARL A. PETERS

Top six (6) highest voted for:

Ronald J. Corn, Sr.	252
Ronald A. Waukau, Sr.	239
<i>Annmari Johnson</i>	<i>178 (withdrew)</i>
Randal Chevalier	176
Gena F. Kakkak	158
Karl A. Peters	146
Vincent M. Grignon, Jr.	143

Total voters by absentee & polls

Absentee	83
Neopit	80
Keshena	<u>241</u>
	404

JANUARY 15th & 16th, 2020 MAIN ELECTION for MENOMINEE TRIBAL LEGISLATURE

Top three (3) highest voted for:

Ronald J. Corn, Sr.	337
Ronald A. Waukau, Sr.	279
Gena F. Kakkak	226

Total voters by absentee & polls

Absentee	106
Neopit	89
Keshena	<u>340</u>
	535

There were No Write-In's in either of these elections

NOTABLE The voter turnout in the Neopit community has been rapidly declining for the past five (5) years and this past election year it was extremely low

Emergency Management

Benjamin Warrington, Emergency Management Coordinator

Mission - The mission of MITW Emergency Management is to Prepare, Respond, Recover and Mitigate potential effects of disasters or emergencies affecting the Menominee Indian Tribe and residents of the Menominee Reservation.

The Menominee Tribal Emergency Management Department ensures that resources and protocols are in place to prepare for and manage emergency events affecting the Tribe and residents of the Menominee Reservation. This is achieved by following the National Emergency Management Model of Prepare, Respond, Recover and Mitigate. In the event of an emergency or disaster, Menominee Emergency Management works cooperatively with many Tribal Departments in responding to the needs of the communities affected. The most common emergencies that may occur in our area include Power Outages, Wildland Fires, and Severe Weather such as high winds, tornadoes and Winter Storms as well as flooding in low lying areas.

Menominee Tribal Emergency Management is available 24 hours a day/7 days a week. The department is comprised of the Emergency Management Coordinator.

Emergency Management is working jointly with other Tribal Departments to continue the wireless broadband tower project. This project will provide wireless broadband service to areas of the Menominee Reservation. The first tower is scheduled to be constructed in the South Branch area. Construction should begin in early 2021. This will bring much needed broadband service to the residents in the South Branch community. Other areas where towers are planned for construction are Middle Village, Long Lake Road, Zoar, Highway 55 at old County B Road and County M at Crooked Hill Road.,

Menominee Tribal IT Department and Emergency Management continue to work closely on security upgrades at all Tribal Facilities. A review of each facility fire and burglar alarm systems has been completed and a plan in place for upgrading and improving the security at all facilities.

MITW Emergency Management supported the Menominee Tribal Police Department during the search for a young Menominee woman who went missing in June 2020. Multiple agencies locally as well as from around the State have assisted in the search for the young woman. Menominee Tribal Enterprise, Milwaukee FBI, Wisconsin Emergency Management, Great Lakes Search and Rescue, Menominee Fire Departments, Menominee Sheriff's Department as well as community volunteers provided assistance during the search.

COVID-19 has been the top priority for Emergency Management beginning in March 2020. The Menominee Tribal Legislature declared an official State of Emergency on March 12, 2020. The State of Emergency will continue until the threat to the health, safety and well-being of the community no longer exists. The Menominee Tribal Legislature appointed Dr. Amy Slagle as the COVID-19 Public Health Officer and the Emergency Management Coordinator was appointed as COVID-19 Incident Commander. A team of skilled individuals was assembled as the COVID-19 Incident Command Team. This team began meeting on March 13, 2020 to create plans for responding to the COVID-19 pandemic. Over the course of several months, we have worked through many situations as the team learned more about the virus and the effects on the Menominee Nation. Tribal Buildings were closed to protect the employees as well as tribal members. Services to Tribal members was provided by appointment as well as telework from tribal employees. The Food Distribution Department has been providing food boxes and additional products to the community throughout the pandemic. The Menominee Tribe has purchased Isolation homes for Tribal members to use in the event of being positive for COVID-19. A copy of the Incident Command

Team Structure is provided in Appendix E. This team continues to work diligently in addressing the pandemic. They are all a great team to work with and are dedicated individuals.

Due to the COVID-19 pandemic, all of our events and gatherings have been cancelled this year. The annual Veterans and Menominee Nation Contest Pow Wows, Lumberjack Breakfast, Culture Camp, National Night out against Crime were all cancelled. Tribal programs came together in October to work through a plan to provide a trick or treat drive through event for the communities. This event was held in Neopit and in Keshena which delivered over 1,500 bags of candy to the children in our communities.

Enrollment / Licensing and Permit

Yvette Ducane, Director

Mission: The Licensing and Permit Department provides service to Menominee people, residents and those doing business on the Menominee Indian Reservation. Our primary goal is to ensure that residents and businesses comply with licenses and permits as specified through Tribal Codes. Enrollment department is to keep the membership rolls of the Menominee Indian Tribe of Wisconsin as accurate and up to date as possible.

Distribution On December 16, 2019 the Menominee Tribal Legislature officially made the motion that a \$50 distribution payment will be for all adult tribal members.

Emergency Food Relief On June 30, 2020 the Menominee Tribal Legislature officially made a motion that a \$400 payment will be for all adult tribal members.

New Menominee Nation License Plate Design During the 2019 year we continued to focus on Community Engagement with 90-day plans and this one mainly focusing on New Menominee Nation License plates. A group formulated to establish the outline procedure on how to proceed with this project. The group is Dennis Kenote, Richard Nacotee, Crystal Chapman-Chevalier, Sheen Waupoose, Gary Dodge Jr, Jody Boivin, MISD, Wendell Waukau, Benjamin Grignon, and Myself Yvette Ducane. The steps taken have created a liability form with legal, flyers to distribute in MISD for 9-12 graders to participate, judge from public on a survey. Then interviewed by IT on how they came up with the designed and last bring to Governmental Affairs and MTL for approval. This is currently on hold due to the plates not being able to be processed due to the Covid-19.

The following report will contain information and data compiled within Enrollment department for the months of October 2019 through September 2020:

Living Enrolled Members - 9015

Activity: Approved 50 applicant(s) for Tribal Membership

5 Tribal member(s) relinquished

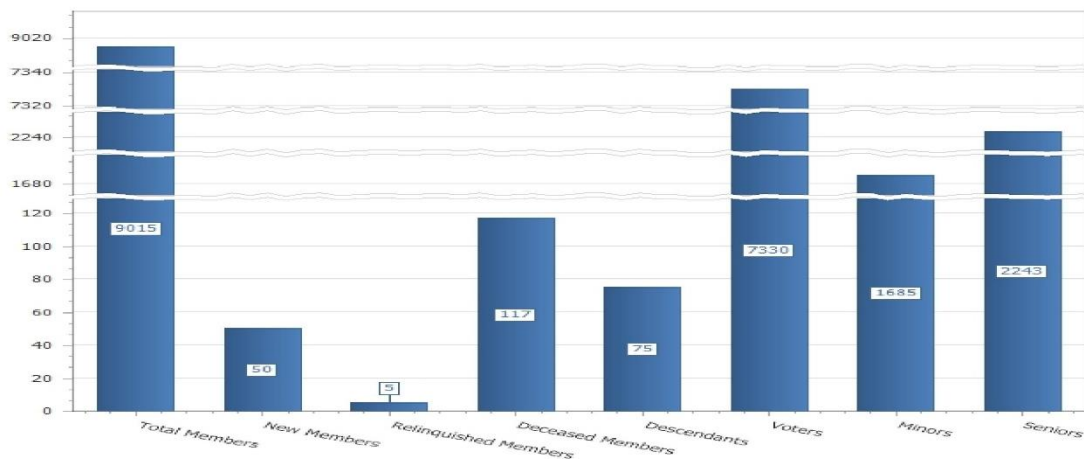
117 Tribal member(s) passed on

Approved 75 applicant(s) for descendency roll

7330 of our Tribal members are eligible voters

1685 are minor enrolled members

2243 members are over the age of 55



We generated \$172,406.43 in revenue which means we **under** the projected amount of revenue, this year the businesses was shut down several times due to the pandemic, which affected our departments with revenue.

The department was allocated \$180,044.00 this fiscal year. Expenditures for FY20 totaled approximately \$177,842.33 which is **under** our expenses projection. The department continues to follow the cost containment measures implemented in 2020

Environmental Services

Jeremy Pyatskowit, Director

Managing the natural resources continues to be the top priority for the Environmental Services Department (ESD). Monitoring efforts range from water quality testing throughout the reservation to white-tail deer population surveys. The ESD continues to be a resource to other tribal departments and outside agencies whenever information relating to the Tribe's resources is needed. The major challenge the department faced this year was completing the necessary field work within the constraints of being out of the office. Fortunately, the ESD was successful in completing most of the scheduled field work.

Invasive Species Control, Prevention and Outreach

The Environmental Services Department (ESD) treated 29.45 acres of terrestrial invasive species through the 2020 season. The Coronavirus pandemic hit home for us so we didn't have much time to work on treatments. The species that were treated during that time were Honeysuckle and Garlic Mustard. Honeysuckle had a total of 5.95 acres, and Garlic Mustard had a total of 23.5 acres treated. ESD had one WTCAC intern to help with invasive species treatments. The intern helped with all of the Honeysuckle and Garlic Mustard treatments for that year until August. We assisted WTCAC intern, Jonathon Pyatskowit, with EAB and Oak Wilt beetle traps. The traps were set in the areas of Rainbow Road, near Legend Lake, South Branch, Crow Settlement, Warrington Addition, and Cedar Dam. We had two possible EAB beetles that were sent out to be examined but came back negative.

Restoration Projects

The ESD completed one stream restoration project on the Little West Branch of the Wolf River. The project consisted of improving the channel through a section of stream downstream from an old culvert crossing the resulted in the river channel being blocked by trees due to sediment deposition from years of washouts. The removal of the trees should allow the river to flow in a more natural state and improve the trout fishery in this area.

Water Resources

The ESD continues to monitor water quality on the reservation waters as part of their annual workload. We are happy to report that our continual sampling has not shown any issues with water quality. The ESD will continue to monitor reservation waters to ensure tribal members can use the resources available. Sampling was limited this year due to staff being out of the offices for part of the field season.

Fish and Wildlife

ESD completed a fishery assessment of Moshawquit Lake this year. The department used a mix of electrofishing and fyke netting to assess the fish community. The data from the assessments will be analyzed over the winter and will be available in the spring. The final results from the Legend Lake fishery assessment completed in 2019 have been compiled and the report finished. The tribal fishery biologist is working with the WDNR on activities that can improve the Legend Lake fishery.

During the spring and summer of 2020, the Environmental Services Department (ESD) conducted stream health surveys by using cold water Index of Biotic Integrity (IBI) scores. The score is generated by adding up sub scores from 5 different metrics that focus on tolerant vs intolerant species and number of brook trout sampled. Overall status results show that 24 % of the stream sections were excellent, 29% good, 35% fair and just 12% had a status of poor. The two streams with a status of poor have slow moving, warm water conditions from marshy areas in the case of Camp 15 and several small falls just downstream of the survey transect at Tourtillott Creek that are likely natural fish barriers.

Due to COVID related concerns with partners the ESD was unable to obtain walleye fry to raise in the ponds. It is expected that the walleye ponds will resume operation in 2021. The lake sturgeon work on the Wolf River was also impacted by the WDNR not being able to collect fish so there were no sturgeon transferred this year to the reservation. It is expected we will resume transferring lake sturgeon in 2021.

The ESD continues to monitor the Timber Wolf Population, Bald Eagle Population, Research black bears, Survey all animal species and start to search for the endangered Pine Marten. Menominee Wildlife Survey Reports are intended to provide current wildlife survey information, harvest data, which will be used to make educated management decisions. Thus the reports provide current data with interpretation to understand the results. Through completing all these surveys, the ESD obtains a large amount of information on each species and provide harvest data, survey data, and review to the Menominee Conservation Commission. If there is any regulation changes needed, the ESD will provide a recommendation.

Chronic Wasting Disease

21 deer were sampled during the MITW hunting season in 2019. All 21 deer tested were negative for CWD. The ESD continues to encourage hunters to get their deer tested.

Facilities

Benjamin Warrington, Interim Director

The focus of the Menominee Tribal Facilities Department during the 2020 Fiscal Year has been to improve the condition of Tribal facilities. These facilities house multiple departments that serve the Menominee People. The Facilities Department staff provide clean, comfortable, safe and functional spaces for the tribal employees and the community members being served. The Facilities Department performs routine maintenance of all the building mechanicals, grounds keeping, and daily janitorial services. The

Facilities staff is available upon request to the tribal employees for equipment and minor office space repair, moving of office furniture and adjusting the workspace to fit departmental needs.

This past year, the Facilities Maintenance staff has been very busy. Some of the events that Tribal Maintenance was a part of were as follows:

We processed approximately 2500 work orders in 35 tribal facilities that included re-roofing the Tribal Headquarters building, remodeling the Tribal Legislature boardroom, remodeling the entrance way of the Gordon Dickie building, creating a walk up window at the License and Permit Department for COVID-19 safety measures, moving of offices, creation of a new meeting room in the Tribal Headquarters building to be used by departments or Tribal Committees as needed, new parking lot construction at the Law Enforcement Center, building repairs, electrical, plumbing, and other issues at various Tribal facilities.

Tribal Facilities Department worked closely with the Tribal Administration Department in securing COVID-19 Isolation homes. These homes were used to provide Tribal Members a location to recover from the effects of COVID-19. Facilities also worked with the Food Distribution program to deliver emergency food to families on the Reservation.

Future projects for FY2021 include: HVAC replacement at the Gordon Dickie Facility, Flooring replacement at various facilities, HVAC replacement at Zoar Ceremonial Facility, Equipment replacements at Law Enforcement Center for facility and grounds maintenance, Replacement and upgrading fire and burglar alarm systems at all Tribal Facilities in coordination with the Tribal IT Department.

The Tribal Facilities department rarely has the opportunity to interact directly with tribal members. Our goal is to supply tribal departments and their programs with facilities that support the Mission, Vision and Values of the Ojibwa (People of the Wild Rice). The Tribal Facilities Department will continue contributing to the future of the Ojibwa.

Family Services

Carol Corn, Director

Menominee Tribal Family Services is located in the Gordon Dickie Office Building. We occupy the third floor along with Child Support. Our Department consists of a Director, an Assistant Director, a Child Welfare Assistant, four Social Workers, a Lead Social Worker, an Access worker, an Investigator, a Kinship Care Family Worker, a Coordinated Services Team Family Worker, a Family Preservation Family Worker, two Crisis Response Workers, two Wraparound workers and a Child Victim Family Worker. Family Services is funded through several agencies: the Bureau of Indian Affairs, a CTAS grant for Purpose Area #6, a Federal Victim Set-aside grant and the State of Wisconsin Department of Children and Families (Kinship Care, Coordinated Services Team and Independent Living). We supplement our non-grant positions with Tribal funding. We also receive Child Welfare IV-B, Subpart 1 funding from the Federal Department of Health and Human Services.

In FY 2020, Tribal Family Services provided Indian Child Welfare Case Management to seventy-eight (78) new children, up from fifty-nine (59) in FY19, and averaged one hundred-five (105) children per month receiving services, up from ninety (90). The Lead Social Worker responded to 231 inquiries about Tribal status, and Tribal Family Services assisted with nineteen (19) children reunifications with a parent. Finally, we had thirteen (13) children moved to permanency through Wisconsin Chapter 48 Guardianships and seven (7) children adopted.

Family Services staff assists adult adoptees with accessing sealed adoption records for the purpose of enrollment in the Tribe. We also assist adults with genetic testing to prove affiliation. Clients in both situations are required to cover the costs of documents and/or genetic testing. We contract with DNA Diagnostics to receive a lower rate and assist the families with arrangements for genetic testing.

The Child Welfare Assistant oversees the Tribal Trust Accounts (per capita) for minors and adults who are under guardianships, as well as management of the Individual Indian Money Accounts for minors and adults. Our assistant reviewed ten (10) IIM accounts in FY20, down from thirty-three (33) in FY19. This is due to accounts being spent out and closed. The assistant serves as a receptionist for Family Services. She manages and distributes Goodwill vouchers, processes mail and bills and completes other administrative duties.

The Kinship Care Family Worker manages approximately forty (40) families a month who receive the Kinship Care grant. In FY20, we had fifty-four (54) unduplicated caregivers and one-hundred-eleven (111) unduplicated children under this grant. Three (3) children aged out of Kinship Care and fifteen (15) children returned home to a parent. One (1) family licensed for foster care. Five (5) children changed placements and approved with a new relative caregiver. Our Kinship Care Family Worker organizes agency folders with information on Trauma Informed Care and ACES. In addition, she implements the Independent Living Skills grant. We have three (3) youth actively engaged and seven (7) that are eligible.

The Family Preservation Worker maintained an average caseload of 11 children ages 2-13 years. This worker managed Respite Child Care assistance and Art Therapy. Due to the continued Covid threat, it has proven to be difficult to provide art therapy services to our children. Some setbacks include lack of Wi-Fi access for families prevents online sessions, few commitments from parents/guardians for weekly online sessions and inability to enter homes for in-person sessions (health and safety). Art Therapy contacts continue to be impacted. It is my hope that with better access to the children when schools open (as well as when it is safe to enter homes), sessions/contacts will continue on a more reliable basis. Additionally, this worker provides “service only” *Art Therapy Packet* recipients via their respective social worker, with each child receiving an Art Therapy packet as crisis response/supportive care. The packets are used as a creative outlet and as support for mental health/well-being. Items include art supplies (markers, crayons, etc.), sensory stimulation (clay or kinetic dough), projects with directions, coloring sheets, Menominee language sheets, other resource sheets.

We applied for and received a grant under the Department of Justice, Office for Victims of Crime in 2017. The three (3) year grant was for a total of \$425,859, and in FY20 we completed year three (3) of the grant. This grant enabled us to employ a family worker who carried a small caseload of child victims who would otherwise not be receiving services. In addition, he assisted with the maintenance of the Child Protection Team and Multidisciplinary Team meetings. He collaborated with local agencies and worked to strengthen supports for families.

BriAnne’s Closet continues to provide clothing to needy families. The closet is named for a Family Services Social Worker who passed away in 2018. Her family continues to provide clothing and supplies for the closet, which has been used to assist several families and other departments’ clients. This year we had additional donations from community members, as well as a fundraiser for diapers and hygiene products provided by Wade Fernandez.

Family Services continues to receive the State of Wisconsin Coordinated Services Team Grant. In FY20, we served seven (7) families, just shy of our goal of reaching ten (10) families. This is a voluntary service that consists of assisting families in developing a support team through both formal and informal supports to aid the family in reaching identified goals. The CST worker received training on Positive Indian Parenting and a trauma informed parenting initiative called Strengthening Families. Due to the Covid-19 pandemic, this worker has revised the curriculums to be able to work with individuals through mail, Zoom, telephone and/or Facetime. She is currently working with eight (8) parents.

As part of the strategic plan, the Menominee Tribal Legislature approved the Menominee Children’s Code in June of 2018 and set an implementation date of June, 2020. In preparation of implementation we added three positions: Access worker, Investigator and an additional wraparound worker.

There were two hundred eighty three (283) reports of child abuse/neglect reported in FY20. Many referrals have multiple allegations. 61% of the reports alleged child neglect. 27% alleged sexual abuse and 27% alleged physical abuse. 72% of the referrals involved alcohol or other drug abuse. 10% of the referrals involved allegations of domestic violence.

	CPS investigations	CPS screened out	Child Welfare
Menominee County (Oct/May)	193	114	29
Tribal Family Serv. (June/Sept)	56	34	35

There are nineteen (19) families with forty-six (46) children in out of home care placements under the primary supervision of Menominee County case workers (cases in Tribal Court prior to June 1, 2020).

There are twelve (12) families with twenty-six (26) children in out of home care under the primary supervision of Family Services. Family Services has responded to 73% of the calls placed to the department. We have three (3) families participating in voluntary services and receiving AODA treatment. All fifteen (15) families have a wraparound worker assigned.

During the pandemic, Family Services continues to provide direct services to children and families. We have assisted with distribution of masks, food, hygiene products, diapers and clothes to those in need. Workers that provide direct services have worked to adjust their curriculums to be able to provide services through Zoom, Facetime and/or mail. The CST worker has adjusted the Positive Indian Parenting curriculum to offer it individually. The Family Preservation worker facilitates outreach activities as community support through the College of Menominee Nation Library's online programming. They include "Art in the Cloud" teen group Zoom meeting and "Breathe and Bead" community Zoom recorded sessions. The view count continues to rise for recorded "Breathe and Bead" videos, reflecting our ability to reach community beyond in-person contact.

Family Services employees participate on various committees and initiatives within the Tribe and with outside agencies. The committees we participated in this year consisted of Health and Family Services, Community Engagement, Kēpāēmehtononenaw (Trauma Informed Care), the Children's Code Committee, Coordinated Community Response Team, Multidisciplinary Team (Federal), Child Protection Team, Tribal Justice Strategic Planning Committee, Intertribal Child Welfare Committee (State), Intertribal Training Partnership Committee (State), Coordinated Services Team Advisory Committee, Tribal/County Planning Committee, Zero Suicide planning committee, the Northwoods Coalition and participation in the State Program Improvement Plan. We also coordinated a clothing give away (Threads of Hope).

For FY21, we plan to continue to increase the amount of involvement we have with cases on the reservation. We will continue to serve on the above listed committees and support a healthier community. We will promote the message that child protective services is here to provide support and resources to our families to keep work build a stronger healthier community. All of the employees at Family Services strive to adhere to our mission, vision and values when advocating for Menominee families.

Food Distribution

Nancy Boyd, Program Manager

Program goal is to distribute commodity food items to all **eligible** families/persons living on or near the Reservation/County who desire them. We provide nutrition information on program food items and recipes to clientele.

In 2020 we distributed 13,445 cases of food to 5,189 participants of Food Distribution, the participant count went down from last year by 988, this could be due to COVID-19 Food Share benefits increase, and clients were able to receive full monthly benefit of Food Share regardless of income so a lot of clients switched to Food Share. Also, all families with school aged children received Food Share benefits to help feed the children when at home. We have heard from several families that they did not have any room for any more food. We distributed 64,809 pounds of TEFAP (The Emergency Food Assistance Program) and 128,094 pounds of donated food to 4,817 participants. This year there was an increase in food available due to COVID 19. We were grateful to have surplus foods to add to our pantry boxes. Also, Farmer's to

Family, Food Pac Boxes and Feeding America Family boxes have been distributed throughout the community when available.

Our program distributes USDA, TEFAP Pantry and Feeding America food items. USDA purchases all food items for Food Distribution and TEFAP. Wisconsin Department of Public Instruction administers the TEFAP Program. For the TEFAP Pantry we purchase food items from Feeding America in Little Chute with funds received from Menominee County grant. We are thankful to Menominee County because we are able to add more food items to the pantry with their funding. We also pick up food through Feeding America from Antigo and Shawano Wal-Mart stores. We must weigh and tally the pounds and report them to Feeding America and in the TEFAP report, then we are able to distribute to our food pantry participants. SAFPARC of Shawano, also donates food items when they have excess products. We have had several food box distributions for anyone who desired them. The picture below is some items we have received through DPI with the CARES ACT funding to purchase extra foods to distribute to our community.



Due to COVID19 the way we serve clients has changed significantly, we now offer much more no contact home deliveries. We offer no contact curb side pickups. We now do a lot of telephone contacts for food orders, applications and scheduling appointments for drop offs of various nutrition education materials. We have received funding to help with the new way of conducting business. We have received 2 enclosed trailers, two cargo vans, personal protection gear, 5 door cooler, 5 door freezer, we changed our door access to intercom/swipe card, all the lighting is changed to touchless, and the faucets, toilets and soap

dispensers are all touchless as well. We received funding to add on a carport type structure to the front building to help protect employees from weather when conducting curb side distribution that will be started in mid-December.



Our Food Distribution Program Nutrition Education Grant (FDPNE) for 2019-20 did not go as well as previous years as the COVID-19 Pandemic changed how we provide service to our clientele. The Nutrition Educator resigned due to medical issues and concerns of COVID. I hired 2 part time Nutrition Educators to finish out the grant. We had video cooking classes, the classes can be found on MITW-Multimedia youtube. Also they conducted no contact taste testing. The Nutrition Educator called the clients and set up appointments to home deliver a taste testing sample to leave on their porch and had them call to complete the surveys. There was a lot of positive feedback. The Nutrition Educators are working with our home-delivery clients, letting them know of all of the services offered at FDP and let them know that we are here to serve them. They include the telephone numbers and email addresses for the FDP personnel and ask them to feel free to contact us if there is anything that we can do to assist them.



The Midwest/Northeast Region Nutrition Advisory Grant funds are supported by the Bay Mills Tribe of Michigan. We are still part of the Midwest/Northeast Nutrition Advisory Committee. We have met virtually and conduct surveys from each ITO to develop a Calendar and Nutrition Guide that features healthy recipes native to our region and highlights USDA foods. The calendars are one of the accomplishments and are given to all participating Midwest/Northeast FDPIR households. Other nutrition items such as cookbooks and nutrition incentives that promote healthy eating and physical activity are ordered and given out to all participating households each year as well. Midwest Region Food Distribution Programs include Indian Tribes from Michigan, Minnesota and Wisconsin and the United States Department of Agriculture (USDA) office in Chicago, Illinois. There are 23 Tribes with Food Distribution Programs in the Midwest Region, 6 from Michigan, 7 from Minnesota and 10 from Wisconsin.

Gaming Commission

Lynnette Miller, Executive Director

Mission Statement: The Menominee Tribal Gaming Commission (Commission) shall act to promote and ensure integrity, security, honesty and fairness of the gaming operation.

Commissioners: The following are the Gaming Commissioners and their terms:

Darrell O'Kachekum	Chairperson	Term Expires:
Richard Plass	Vice Chairperson	July 2023
Louise Madosh	Secretary	August 2022
Bobbi Jo Delabreau	Commissioner	July 2021
Teanna Davis	Commissioner	August 2022
		July 2021

Commission Staff:

Lynnette Miller	Executive Director	December 1993 – present
Lisa Gast	Internal Auditor	July 1996 – present
Patricia Hesse	Sr. Background Inv.	February 1996 – present
Rose Ponfil	Background Inv. Spec.	July 2002 – present
Wade Waupekenay	Staff Auditor	March 2015 – present
Russell Wilber	Compliance Officer	November 6, 2017 - present

History: The Menominee Tribal Gaming Commission was established in 1992 and has been in existence for 27 years. The first Gaming Commissions were: David Waupoose, Davey Jean Peters, Duane Waukau, Joan Maskewit, Jonathan Wilber, Dr. Verna Fowler, and Wilmer Peters Sr. The Gaming Commission originally started out with no office and no staff, then in December of 1993 an Executive Director was hired and an office was open at the Neopit Fire Station. Shortly after that an Administrative Assistant was hired and we were moved to the Boivin home on the side of the Tribal Offices. Since then the Gaming Commission staff grew and we moved four more times. Currently we are located in the old Loan Fund area in the Tribal Office building with five Commissioners and six staff members.

Responsibility:

The Menominee Tribal Gaming Commission was established pursuant to the Menominee Tribe's Chapter 347, Article III - Gaming Code. This code allow the Gaming Commission to perform regulatory oversight and to monitor compliance with tribal, federal and applicable state regulations and the Gaming Compact. Included with these oversight duties, the Gaming Commission also serves as the licensing authority for individuals employed in the gaming operation and who work in the gaming areas, we monitor compliance with the tribal internal control standards for the gaming operation in tracking revenues, we promulgate regulations and we investigate any suspicious wrongdoing associated with any gaming activities.

In alignment with the Tribe's mission statement, the Gaming Commission practices responsible leadership to ensure that the integrity of the Menominee Casino Resort (MCR) is intact so we can assist in promoting, protecting, and reserving our rights, resources and culture. This is accomplished by ensuring that the MCR is regulated in a manner that adequately protects the revenue flowing through the gaming areas and as a result the transfers are sent to the Tribe and utilized as the Indian Gaming Regulatory Act intended them to be, which is:

- To fund tribal government operations or programs;
- To provide for the general welfare of the Indian tribe and its member;
- To promote tribal economic development;
- To donate to charitable organizations;
- To help fund operations of local government agencies.

Services:

The following are some of the services we provide on behalf of the Tribe and for the Tribe and we ensure they are adhered to:

:

- An annual independent audit of the gaming operation,
- Class II and class III gaming facilities are constructed, maintained and operated in a manner that adequately protects the environment, the public health and safety,
- MCR and Thunderbird facilities are properly licensed.
- All mandatory audits and follow up audits are conducted in a timely manner,
- Due diligence is completed on all key employees and primary management officials by conducting an investigation sufficient to make a licensing determination.
- Tribal property and gaming assets are properly segregated, safeguarded and that the property and assets are not used for unauthorized activities and;
- Waste, fraud, abuse and corruption are disclosed to appropriate authorities.

Successes:

In the Menominee Tribal Gaming Commission's efforts to keep the criminal element out of the MCR and to ensure that the integrity, security, honesty and fairness remain intact, the following are some of our successes for this past fiscal year; all gaming licenses have been completed on time, all mandatory audits have been completed on time with no material audit findings, and self-regulation continues to be maintained for 20 years.

The services and the successes of the Menominee Tribal Gaming Commission align with the Vision of the Tribe to ensure we are a strong, healthy and proud nation living in accordance with our culture and beliefs, and that we possess the resources to be successful in achieving our own mission statement.

I would like to say **Thank You** to Commissioner Richie Plass who passed away this year and to Commissioner Louise Madosh who resigned in November 2020, and of course to the remaining Commissioners and to the staff of the Gaming Commission for a job well done this past year.

Historic Preservation/Logging Museum

David J. Grignon (Nahwahquaw), Tribal Historic Preservation Officer

COVID 19 PANDEMIC

The COVID 19 Pandemic played a big role in curtailing and eliminating many of our goals and objectives this year. Because of the Global COVID 19 Pandemic, the tribe called for an Emergency Shutdown of most of the tribe's operating functions and closed our office and museum for several months with staff teleworking from their homes. The director did come into the office to take care of necessary functions of the department mostly with compliance matters related to Section 106 of the National Historic Preservation Act. The department did participate in several zoom meetings and conference calls to take care of department business.

NATIVE AMERICAN GRAVES PROTECTION AND REPATRIATION ACT (NAGPRA)

The department continues "consultation" with museums and other institutions under the provisions of NAGPRA. The department did receive good news in reference to the State of Michigan's approval of our NAGPRA Cultural Affiliation claim request for our ancestor's human remains and associated funerary objects from the White Rapids Mound Group located on the Menominee River close to the proposed Back Forty Mine site. The request now must go through the notification process with the National NAGPRA Office in Washington, D.C. and be published in the Federal Register. Previously, the Milwaukee Public Museum had approved our NAGPRA Cultural Affiliation claim for our ancestor's human remains and associated funerary objects from the Riverside Cemetery located on the Menominee River. Our NAGPRA Cultural Affiliation claim with the University of Michigan-Ann Arbor is still pending from the Riverside Cemetery, Menominee, Michigan.

BACK FORTY MINE-MENOMINEE RIVER

Opposition continues against the development of the proposed Aquila Back Forty Mine. The director has been working with the lawyers from Earth Justice on the Contested Court Case Hearing against the proposed Wetlands Permit that was submitted in reference to the proposed mine. The director gave testimony at the contested case hearing in Lansing, Michigan district court. The director researched and found important information that was added to his testimony in reference to the origins of the Mitawin or Menominee Grand Medicine Lodge that took place on the Menominee River. The approval by the State of Michigan of the NAGPRA Cultural Affiliation Claim to the Menominee ancestor's human remains and associated funerary objects from the White Rapids mound group should give more evidence of the tribe's presence close to the proposed mine site.

BADGER MINE-WOLF RIVER

The department participated in the opposition of the proposed Badger Mine that was to be located on the Upper Wolf River. The proposed mine is not a "federal undertaking" and the state would have provided the needed licensing for the mine. In reference to our opposition, the director participated as a member of a panel "Wisconsin Rivers, Tribal Histories of the Wolf River" and spoke about the constant threat to Menominee burial sites, mounds and other historic properties. The director talked about the department's involvement with the protection of Menominee cultural resources with the Crandon Mine, proposed Back Forty mine and proposed Badger mine.

WOLF RIVER ARCHAEOLOGICAL DISTRICT

The department is working in collaboration with archaeologist Dr. David Overstreet with the development of the National Register Nomination of the Wolf River Archaeological District. The nomination is near completion and will include over one hundred historic properties; burial sites, mounds, prehistoric and historic occupation sites, historic logging camps, sacred sites, prehistoric garden beds and other cultural resources. The nomination will be presented to the Menominee Tribal Legislature and then to the National Park Service.

MENOMINEE RIVER-SIXTY ISLANDS, NATIONAL REGISTER CULTURAL LANDSCAPE NOMINATION

The National Register Nomination for the Sixty Islands area of the Menominee River is completed and is under review from the Wisconsin State Historic Preservation Office and Michigan State Historic Preservation Office. The Sixty Islands National Register Nomination is a comprehensive document featuring over sixty historic sites that include burial mounds, sacred sites, archaeological sites, historic logging camp, dance rings, prehistoric garden beds and other historic properties and is located very near the proposed Back Forty Mine site. After the National Register Nomination is reviewed by both SHPOs (Wisconsin and Michigan), it will be sent to the National Park Service for their review and approval.

SECTION 106 OF THE NATIONAL HISTORIC PRESERVATION ACT

The department continues to monitor “federal undertakings” as defined in the National Historic Preservation Act (NHPA). Section 106 of the NHPA mandates “consultation” with the Tribal Historic Preservation Officer to assess “historic properties” in the “Area of Potential Effect” of a federal undertaking. A “federal undertaking” is a project that uses federal funds, occurs on trust land or is in need of a federal permit. The director reviewed several “federal undertakings” on and off the Menominee reservation. The department also coordinates all archaeological surveys here on the Menominee Reservation with contract archaeologist Dr. David Overstreet. Some of the federal agencies the department “consults” with is the Federal Communications Commission, Army Corp of Engineers, Federal Energy Regulatory Commission, Federal Emergency Management Agency, Indian Health Service, US Forest Service, and Department of Interior. As a part of Section 106 of the NHPA “consultation” the THPO is a signatory on all Menominee Tribal Forestry prescriptions.

WISCONSIN INTERTRIBAL REPATRIATION COMMITTEE

The Tribal Historic Preservation Officer is a member of the Wisconsin Intertribal Repatriation Committee and is involved with a number of the WIRTC’s objectives and initiatives. Because of the COVID Pandemic, the WIRTC has quarterly virtual meetings. One of the objectives of the WIRTC is to rebury unassociated human remains and associated and unassociated funerary objects at various locations in Wisconsin. This summer the director participated in the reburial of 27 human remains that came from an excavation in reference to the proposed Kohler Golf Course in Sheboygan, Wisconsin. The reburial took place at remote locations in near the proposed golf course and THPO’s from the three tribes including Menominee, HoChunk and Potawatomi completed the reburial.

CULTURAL AND LOGGING MUSEUM

Both the cultural and logging museum were closed for several months due to the COVID 19 Pandemic. There were some tours of both museums but only a small number were allowed to tour at one time and they needed to wear masks and use hand sanitizer. The cultural museum gift shop was open for business but only a limited amount of people were allowed in the museum at one time and again they needed to wear masks, have their temperature taken, and use hand sanitizer while shopping in the gift shop.

MENOMINEE YOUTH CULTURE CAMP

Planning meetings for the two Menominee Youth Culture Camps started in January 2020. There were weekly meetings with interested representatives from tribal departments, and other interested people from reservation entities. Unfortunately, the COVID 19 Pandemic put a stop to the meetings and the two camps but this was a good move on behalf of the tribe to keep the youth and everyone involved safe from the virus.

STURGEON FEAST AND CELEBRATION POW-WOW

Planning meetings for the Sturgeon Feast and Celebration Pow-wow were halted because of the COVID 19 Pandemic. No sturgeon were delivered this year because of the Pandemic but it did not stop the existing population of sturgeon at Keshena Falls from their annual spawning ritual and tribal members gave tobacco offerings and prayers for the return sturgeon to spawn at the falls.

LUMBERJACK BREAKFAST AND CULTURAL HERITAGE DAY/MILES OF ART

The department did not sponsor the Lumberjack Breakfast and Cultural Heritage Day event because of the COVID 19 Pandemic. After conferring with the COVID 19 Incident Command Team it was decided that the event should be cancelled. We did not participate in the Annual Miles of Art Festival at the Logging Museum because of the pandemic.

SUMMER YOUTH PROGRAM ARCHAEOLOGICAL

The department collaborated with archaeologist Dr. David Overstreet and the College of Menominee on the Summer Youth Archaeological Program. Eight high school students participated in a Phase III archaeological excavation at the Five Islands Mound Group site. The students were taught archaeological excavation techniques from Dr. Overstreet and his staff comprised of senior archaeological technicians Monea Warrington and Ryan Overstreet. The students received completion certificates from Historic Preservation and Dr. Overstreet at the end of the program.

MENOMINEE AGRICULTURAL PRACTICES, HISTORICAL PERCEPTION AND PREHISTORIC REALTY

The Meeting-of-the-Minds Field Virtual Conference on Menominee Agricultural Practices, Historical Perceptions and Late Prehistoric Reality took place at the Logging Museum. Scholars, practitioners and tribal representatives collaborated in on-going research into late prehistoric communities on the Menominee Reservation, throughout Northeastern Wisconsin and in the adjacent landscape of Michigan's Upper Peninsula. The conference ended with a field tour of reservation archaeological sites and mound groups and all COVID 19 precautions were taken by those who participated.

LAKESHORE RECONSTRUCTION PROJECT-NEENAH, WISCONSIN

The director conducted a site visit to an archaeological excavation being conducted on the shore of Lake Winnebago in the city of Neenah. Archaeologists from the University of Milwaukee Cultural Resource Management Program are conducting a Phase III archaeological investigation at a proposed reconstruction of a road/pathway project. The archaeologists discovered prehistoric and historic artifacts and cultural features at the site. Burial features were also discovered and eight burials were excavated. Some of the burials could stay in place yet others had to be excavated and re-interment of the remains took place with the director helping with the reburial ceremony. The site of the excavations is located near a documented Menominee historic village site.

MENOMINEE STATUE DEDICATION IN KEWAUNEE, WI

A new statue depicting Menominee heritage and the tribe's cultural and spiritual connection to the sturgeon was unveiled in Kewaunee, Wisconsin. A former professor of pathology and pathologist, Dr. Robert Faller came to Historic Preservation and asked if we could help him with creating a statue dedicated to the Menominee people and sturgeon. Kewaunee is in Menominee ancestral and ceded territories and a historic Menominee village existed at the confluence of the Kewaunee River and Lake Michigan. The statue consists of two Menominee men spearing a sturgeon with Menominee language added signifying the Menominee people's need for sturgeon as food, medicine and ceremony. The statue titled "Bring Forth Sturgeon" is inscribed with historical information of the sturgeon and its connection to the Menominee people.

WASHINGTON STATE UNIVERSITY/TRIBAL DIGITAL STEWARDSHIP COHORT PROGRAM

The department is in its second year of the program and one of our staff members, who is in the program, attended a workshop in Washington, D.C. The program includes organizing collections, management and metadata, policy creation, providing access to digital collections in the community and digital return initiatives with non-native repositories. Several of our reel-to-reel tapes, cassettes and oversized films was digitized through the program and now are in the archives of the cultural museum.

NATIONAL MUSEUM OF THE AMERICAN INDIAN (NMAI)

The director conducted a NAGPRA “consultation” visit at the National Museum of the American Indian in Washington, D.C. and Suitland, Maryland. The objective of the consultation meeting was to view Menominee artifacts for possible repatriation or loan to the Menominee cultural museum. The director also conducted research in the NMAI archives in that is located in Suitland, Maryland. The purpose of the research was to view historic Menominee photographs and Menominee historic material. The director did locate a document containing the origin of the Mitawin or the Menominee Grand Medicine Lodge that it took place at the Menominee River. This information became helpful in one of the tribe’s court cases.

FORGOTTEN INDIAN BURIAL GROUND-UW STEVENS POINT (UWSP)

In the 1800’s a small pox epidemic spread through a Native village that would later become Stevens Point. Hundreds of Menominee, HoChunk and Potawatomi were camped there feeling the effects of removal caused by treaties. Dozens of Native lives were taken by the epidemic and were placed in a mass burial ground that would later become the University of Wisconsin Stevens Point campus. Recently, UWSP officials and historians found evidence of the mass burial site on campus and want to recognize the burial site. The director attended a meeting a UWSP to begin the planning for the recognition of the mass burial site and will attend future meetings to discuss the matter.

Housing

Wayne Wilber, Director

Summary of Services:

Housing’s primary responsibility is to provide safe and healthy housing to Tribal members living within the exterior boundaries of the Reservation. The goal is to do this in a professional and courteous manner, keeping the needs of the community and the Tribal organization prominent in the decision-making process.

Department staff includes 39 Team Members- Director, Maintenance Manager, Eagle’s Nest Manager, Planner/Grant Writer, Accounts Receivable Technician, Secretary/Receptionist, four (4) Resident Service Team Members, Occupancy Clerk, Compliance Officer, three (3) Inventory Team Members, Maintenance Secretary/Receptionist, Inspector, two (2) Cleaning Team Members, six (6) Maintenance Team Members, six (6) Home Rehab Team Members, one (1) Landscaping/Maintenance Team Member and eight (8) Eagle’s Nest Program Assistants.

Our department provides housing services to Tribal members on a multitude of levels; we have eight (8) different tax credit projects consisting of 179 single family units; 84 low-rent single family units; 66 various elderly/mixed apartments; 1 remaining mutual help unit and we assist Tribal members with Rental Assistance in surrounding communities. We also offer temporary homeless services through the Eagle’s Nest, as well as two (2) transitional units for assisting with moving eligible applicants towards more permanent housing solutions.

We have rental units in the communities of Zoar, South Branch, Middle Village, Neopit and Keshena. MTHD offers a variety of programs ranging from rental units to assistance with home repairs. Below is a list of the programs we currently offer and the requirements for each. Applications for the programs are available on-line through the Tribe’s website, at the Housing offices or you can contact Housing and we can have one mailed or emailed to you.

MTHD Programs Offered:

202/Elderly:

This rental program provides one or two bedroom apartments for qualified elderly or disabled applicants who meet the requirements. The program requires an application; has minimum age requirement of at least 62 years or proof of disability; a background check; and a source of income. A waiting list exists for

placement in units under this program and applicants are awarded units based on this list, although some immediate occupancy is available in select areas such as Zoar & South Branch.

515 Apartment Program:

This is a rental assistance program for low/very low income families, including the elderly. These are two bedroom units located in Middle Village. Each of the three buildings contains four apartment units. Qualified applicants pay a reduced rent rate based on their adjusted income. There are three handicap accessible apartments and preference for these units will be given to applicants who demonstrate the need from these modifications. The program requires an application; a background check; and a source of income. A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

Elderly/Disabled Assistance:

The Elderly Assistance and Disabled Assistance Programs offer assistance to help fund home improvements and repairs for enrolled members age 55 and above who reside in Menominee, Shawano, Oconto or Langlade counties and would not otherwise be able to afford them on their own. The program offers assistance with one repair/service item up to \$7,500; has an application; income guidelines; and program requirements, which must be completed and approved prior to any service work to be completed.

Elderly Home Preservation Program:

The program provides enrolled Menominee elders age 55 and above who own their own home and are ineligible for other assistance programs, the help they need to ensure their homes are safe and healthy. The program offers assistance with one repair/service item up to \$15,000. The program requires an application; and has guidelines for approval based on income, family size and type of improvement requested, approval is required prior to any service work to be completed.

Housing Improvement Program (HIP):

Home Improvement Program for enrolled Menominee members who reside within the Menominee Reservation service area. The program offers assistance for home repairs or in some cases a new home. The program requires an application; has income guidelines; land ownership/lease requirements and no other resources for housing assistance for approval. The program restrictions are very difficult for our Tribal members to be approved for service.

Home Repair Loan Program:

Home Repair Loan program offers assistance with home repair projects located within Menominee, Langlade, Oconto and Shawano Counties. The loans are available to enrolled members who own their own homes and have the ability to repay the loan over a period of time. Loans are available up to \$7,500. The program requires an application, pre-approval of the project and a wage assignment, except for those on social security, as part of the repayment.

Indian Health Services (IHS): This program offers assistance with sewer & water infrastructure including well, water hook-ups, septic/drain field or septic/mound system. The program requires an application; has guidelines for approval, including proof of enrollment, must live in the home you are requesting service and no mobile homes older than five (5) years. Completed applications are forwarded to the IHS office in Rhinelander for further processing and approval. The process can be a lengthy one, so please plan accordingly. The service area for this project is within the boundaries of the Reservation.

Rental Assistance:

Provides low income families with an opportunity to find housing in units not managed by MTHD. Vouchers from this program can be used in the following counties: Menominee, Shawano, Oconto, and Langlade. A "Shared Rent" arrangement is established (based on income) for 12 months where MTHD helps qualified applicants meet rent expenses. The program requires an application and income verifications. Approved applicants for the program are only eligible to receive services once under the program guidelines.

Security Deposit Assistance:

Provides assistance to low income families with either a Security Deposit or first month's rent in units not managed by MTHD. The assistance can be used in the following counties: Menominee, Shawano, Oconto, and Langlade. The program requires an application and income verifications.

Single Family/ Low Rent/ Tax Credit:

Provides low income families with affordable rental housing. This program offers a wide variety of single family detached homes with 2, 3, 4 or 5 bedrooms and 1 bedroom apartments (only located in Neopit) to lease on a month to month basis to qualified applicants. The program requires an application; a background check; and a source of income. A waiting list exists for placement in units under this program and applicants are awarded units based on this list.

Market Based Rentals

The program provides opportunities for Tribal members to rent homes at a market rate. The rental units are available for Tribal members whose household income is above the program limits of the NAHASDA programs. Currently, MTHD has purchased/acquired fourteen (14) rental units for use in the program. The program requires an application, background check and proof of income for the program. MTHD is accepting applications; has waiting lists and a process in place for awarding the units when they are ready for occupancy. MTHD will continue the program with more units in the future as funding and opportunities become available.

Eagle's Nest – Emergency Shelter

The Eagle's Nest Emergency Shelter was successful in assisting three (3) Residents find permanent places to stay this past year, primarily through the MTHD Rental Assistance Program. While some were able to move on and find a permanent place to stay, others were not able to find permanent places and continued to work with programs they were referred to. Five major barriers our Residents face when looking for a permanent place to live are: no income, lack of credit, past criminal history, evictions, and basically cannot afford to pay the full rent by themselves; low income.

From October 1, 2019 to September 30, 2020, the Eagle's Nest Emergency Shelter served 31 families comprised of 46 children and 44 adults.

This year at the Eagle's Nest, due to Covid-19, we allowed families to remain in the secure environment as we were going through the pandemic process. We worked with the families on more stable housing options, which worked in some cases, but not in all. From March-September, six of the families remained in the shelter and 2 families remained in the Transitional Units.

While at the Eagle's Nest, Residents are provided many resources to assist them with finding permanent housing, securing food services and employment. For example, they are provided referrals to TANF, W-2, Food Share, JTP, Vocational Rehab Program, and UMOS; transportation for job interviews and to look at apartments/housing; a monthly Transit Card for utilizing DOTS; assistance with fees for background checks or other documents. These resources assist the Resident with moving toward a more independent life and finding permanent housing.

Each Resident's case is assigned to the House Manager and a Program Assistant who they meet with weekly to address their needs. Many improvements are made at the Shelter based on the needs of the Resident. The ultimate goal is to assist them while at the Shelter with finding permanent housing solutions, budgeting, and securing employment/income.

We work with the following programs to assist residents with finding the resources necessary to move into a home or apartment:

New Cap, Inc. - they assist with housing counseling services, rental assistance, shelter programming, loans for homebuyers and vehicles among their tenant based programming;

Forward Services, Inc. - they will pay for an apartment for up to one year's time, providing the person has an income;

Rural Housing, Inc. - will assist residents with Security Deposits or 1st month's rent, providing the person has an income;

Menominee Tribal Housing Department's Rental Assistance Program.

Many donations come into the Eagle's Nest during the year and are distributed among the Residents. We also receive monetary donations to assist residents with no income with obtaining birth certificates or criminal background checks in order to apply for Housing or other programming.

The Eagle's Nest Manager and Housing Director receive the complaints and concerns regarding the Eagle's Nest and they investigate and take corrective action when necessary. In the event residents cannot find permanent housing within the 45 day time limit of their stay, they may apply for an extension of 30 days.

We have two (2) transitional units for providing families with temporary housing. The maximum length of stay is six (6) months; Residents are required to actively seek a more permanent housing solution while in the units. Tenants in these units are required to pay the utility costs to Alliant Energy and Menominee Tribal Utility; rent, which is one flat rate, not including heat and are required to save \$100 per month while in the Transitional Unit. In addition, they must continue to meet with the EN Manager on a weekly basis for any assistance required and direction to other programs the family may qualify for.

Department Accomplishments:

MTHD conveyed one more unit to Tribal members under the Tax Credit 1 Home Ownership Program in Middle Village and have six remaining units to convey as the tenants reach their payment thresholds.

MTHD assisted in funding the community Drive Thru Halloween Event at the Fairgrounds and in Neopit; Sobriety Pow-Wow; Holiday Decorating Contest and Thanksgiving Turkey Dinner donation.

MTHD has donated funds for many community events/programs this past year including Halloween Event at CMN, Native Pathways students to New York, Father/Sons Golf Outing.

Under the Home Repair Loan Program, MTHD continues to assist private home Tribal members with loans for various improvements, repairs or renovations made to their homes. The past year, MTHD assisted Tribal members with emergency furnace replacements, roof replacements, interior remodeling, appliance replacements, window replacements, siding replacements, outdoor woodstove additions, sewer/septic repairs, electrical repairs, flood damage repairs and hot water heater replacements. Overall, with the expansions made in this program, we are able to assist most Tribal members either through programming or through this loan program when they need assistance.

Through additional funding from ONAP, MTHD created additional opportunities for homeless Tribal member seeking assistance by increasing our Rental Assistance/Security Deposit Assistance to maximum payments of \$700 per month to applicants. This increased assisted Tribal members with paying their rent and security deposits so they could secure more permanent housing options.

Through additional funding from ONAP, MTHD increased the amount of funding under the Elderly and Disabled Assistance Program to private homeowners who qualify to \$12,500. This increase assists with improvements such as roof replacement, windows, doors, bathroom, etc.

The Market Based Rental Program purchased two (2) additional units for options to rent, but the former East/West University building had multiple issues and problems with it and will be too costly to renovate. The other options was purchased and converted to storage rentals for programs and Tribal members. Overall, the program offers a unique niche to Tribal members who are searching for rental options. MTHD hopes to obtain more units this year for Tribal members to utilize.

Final Thoughts:

Overall, the mission for the department will remain the same; we need to continue offering safe and healthy housing opportunities to Tribal members. Within this mission, we will be looking at various improvements

to increase efficiency and effectiveness in our delivery of services to Tribal members. Yearly, our residential staff assists hundreds of tenants in their daily activities and will look at how we can move toward improving relationships with tenants and relating in a trauma informed care approach; some things will remain the same, our maintenance staff will continue to complete thousands of maintenance repair/work orders from tenants, our maintenance staff is very busy and we are looking at improving our training program to increase their performance and efficiency to better handle the workload required.

In programming, MTHD will continue to look at better ways to serve Tribal members through departmental policy changes which make sense for both the department and the tenant. The staff will continue to look at ways to balance the requirements from funding sources with the needs of Tribal members. Our service delivery will continue to evolve as we continue to learn and utilize the trauma informed care in our programs.

Being accountable to both the Tribe and Tribal members is a goal of the department, we must continue with making strides to operate efficiently and effectively for the betterment of the Department and the Tribe.

Human Resources

Stacie Bowman, Interim Director

General Overview

The mission of the Human Resources Department is to:

- Partner with all departments and programs to recruit, select, and retain high quality employees.
- Provide individual employees access to every resource and opportunity available to help them achieve the highest level of success in their position.
- Work as a team to develop and apply policies, benefits, training and development opportunities and employee recognition strategies that foster a spirit of success, knowledge, cooperation and satisfaction with all departments.

The Human Resources Department underwent a change in leadership in 2019 due to the resignation of the Director in February 2019. Currently an Interim Director is in place to evaluate the staffing needs for both the Insurance Department and Human Resource Department to determine if merging the departments would reduce IDC costs.

COVID-19

The Human Resource department has worked with all employees to approve Emergency Sick leave in the case that an employee is subject/advised to quarantine/isolate, has symptoms of COVID-19, need to care for another individual who is subject to quarantine or need to care for a child because their school or childcare provider is closed due to COVID-19. Additionally the Human Resource department has reorganized offices to limit the public within the building, added a video/conference phone for the Administrative Assistant to assist the public with little to no contact and added a secure drop box outside the building.

HRIS

The Human Resource Department along with Administrative team and the IT Department selected a new Human Resource information system. Implementation has started on PDS Vista, this system will automate many of the HR functions that are currently paper based. The system will integrate the records and files for employees that are currently maintained separately by both HR and the Insurance Department.

Staffing

The Human Resources Department consists of six staff members: Interim Director (Stacie Bowman), Payroll Coordinator (Patti Peterman), Payroll Technician (Colleen Connahvichnah), Employee Relations Technician (Annette Peters), Data Entry Technician (Merlynn Johnson), and Administrative assistant (Verdene Schlichting).

The following graph depicts the gross annual salary for fiscal year 2020 ending September 30, 20120 and to include the previous year as well. This provides an estimate concerning the gross payroll growth and/or stabilization throughout the previous two years. This also reflects the total employee count at the end of each fiscal year. Please note this data is calculated as of the end of September 30, 2019. This does not indicate that we had started with 1149 employees at the start of the fiscal year.

Fiscal Year	10/1/2019 – 9/30/2020	10/1/2018 - 9/30/2019
Payroll	\$ 36,583,019.07	\$36,030,888.30
Employee Count	1060	1149

Human Resources Vacancy, Recruitment & Retention Efforts

The information depicted below details the current year ending September 30, 2020 and that for comparison the year ending September 30, 2019 concerning job openings, interviews, resignations, discharges and layoffs.

	10/01/2019 – 09/30/2020	10/1/2018 - 9/30/2019
Job Openings	209	262
Applicants	870	1400
Interviews	509	973
Manager/Supervisors	23	27
Technical/Professional	79	137
Clerical	31	21
General	35	77
Emergency Hire	59	46
Resignations	124	111
Discharges	51	46
Layoff/leaves	150	47

Drug-Testing Program

The Tribe conducts drug testing of tribal employees. The Human Resources Department utilizes two different sites for urinalysis collections; Menominee Tribal Clinic and Maehnowesekiyah Wellness Center. All test results are verified by Cordant Forensic Solutions. We also use Fastest Labs for any hair follicle testing that can be used in conjunction with our urinalysis testing.

We use a ten panel testing process that can detect the presence of amphetamines, barbiturates, benzodiazepines, buprenorphine, cocaine, MDMD/ecstasy, Methamphetamine, Methadone, Oxycodone, PCP/Phencyclidine, THC/Marijuana, Morphine/Opiates. Employees' who test positive for illegal drugs and/or abuse/misuse of prescription drugs are provided with an opportunity to participate in the Employee Assistance Program. Employees may also be subject to disciplinary actions as severe as termination in some cases, due to regulatory requirements. This graph represents the number of positive tests that we had for the current year ending September 30, 2020.

Positives - Drug Testing	10/01/2019 – 09/30/2020	10/1/2018 - 9/30/2019
Alcohol	3	1
Synthetic	0	0
Marijuana	3	7

Cocaine	0	3
Other (Prescription Drugs)	2	10
Total	8	21

Employee Assistance Program

The Employee Assistance Program is a benefit offered to employees of the Tribal Organization. This program can be used by employees to assist them in addressing areas of concern that may have a negative impact on their personal or work life. The program offers assessment, short term counseling, and referral services for a wide range of concerns such as; gambling problems, mental health issues and substance abuse. With resignation of the EAP Coordinator in March 2020 the EAP program switched to referrals to Menominee Tribal Clinic Behavioral Health and Maehnowesekiyah Wellness Center depending on the need of the employee. Human Resources receives and processes administrative referrals (employees referred by Supervisor) and self-referrals to the EAP program.

Employee Assistance Program	10/01/2019 – 09/30/2020	10/1/2018 - 9/30/2019
Administrative Referral	11	23
Self-Referral	16	40

Background Process

Many positions within the Tribal Government structure require background certification and/or licensure. These are determined by the essential functions, span of control, and direct-contact with sensitive/vulnerable populations, which are required by law. The Tribe fulfills these requirements by conducting background checks at the local, Tribal, State, and Federal levels. The Human Resources department processes a large quantity of background checks, confirmation of licensure, and finally review/verification of Driver's License and Sexual Offender Registry records. Background Investigation and Adjudication are required for many positions and serve to fulfill our obligations. Below is a summary of the background checks the Human Resources Department conducted in FY 2020.

Background Checks	10/01/2019 – 09/30/2020	10/1/2018 - 9/30/2019
Local	413	543
State	422	655
Federal	283	369
Motor Vehicle	140	183
Sex Offender	265	438

Appeals (Employment related)

The Menominee Indian Tribe's Appeals process is the method that affords Tribal employees due process concerning employment actions pertaining Disciplinary/Termination of employment with the Tribe, Unemployment Compensation Challenges, and Tribal Preference Appeals. This table represents the total number of hearings that were either conducted/participated in by the Human Resources Department during the fiscal year ending 2020.

- The Tribe's Appeals process incorporates two levels of mediation; the first level involves a hearing conducted by a three person panel. The hearing officers must meet eligibility requirements to serve in the Hearing Officer Pool. In the case of terminations, either party may contest the determination of the hearing panel to the Tribe's Administrative Committee. The Administrative Committee may determine to move the contested decision to the final administrative step. In the second level, the Administrative Committee selects two hearing officers to review the information presented in the first hearing, to include documents and recording of the first hearing. A determination is rendered and is the final Administrative step.

- The Unemployment Compensation Hearing is an external hearing process and is based on the decisions made for Unemployment Compensation benefits by the State of Wisconsin.
- The Tribal Preference Appeals hearing is a process conducted by the Tribal Preference Board. The Human Resources Department serves in a role to review & approve hiring decisions; if an appeal is filed by an eligible tribal member, the HR Department provides information to the Tribal Preference Hearing Board for the hearing process in accordance with Chapter 170 of the Code of the Menominee Indian Tribe of Wisconsin.

Below is a summary of the Appeals cases for the fiscal year, ending September 30, 2020.

	10/01/2019 – 09/30/2020	10/1/2018 - 9/30/2019
Appeals	2	12
Resolutions/Management	0	7
Resolutions/Employee	2	5
Unemployment Compensation Hearings	1	1
Tribal Preference Appeals	0	3

Tribal Preference

In accordance with Chapter 170 of the Code of the Menominee Nation, the Human Resources Department is responsible for carrying out the mandates of Tribal Preference in Employment for the Tribal Government. The Menominee Indian Tribe's decision to implement Tribal Preference in employment is a political practice used to increase economic and employment opportunity on Reservation. The average composition of the Tribal employee population has remained consistent throughout FY2020 at 65%.

Category	As of 9/30/2020	Percentage
Enrolled Menominee	538	65%
Menominee Descendants	39	5%
Legally Married Spouse	7	1%
Other Tribe – Enrolled	25	2%
Other	213	26%

Information Technology

Neil Elgin, Director

Our Mission:

“Using technology to enable the organization we serve to succeed.”

The Information Technology (IT) Department is an internal services department within the Menominee Tribal structure that is 100% funded by the Indirect Cost Pool. Staffed by a team of sixteen full time professionals, the department consists of two logical areas Technical Service and Application Development/Software Support. Technical Services is comprised of one Helpdesk Specialist, two Desktop Specialists, two Network Specialists, one Network Administrator, one Network Engineer and a Service Manager. Application Development/Software Support has three Developers, one Multimedia Specialist, one Content Development Specialist, Software Application Specialist, and one IT Support/Application Specialist.

IT supports all the hardware (PCs, printers, phones, servers, switches, cameras, card access), and software (Word, Excel, email, applications, databases, web sites, digital signage) that the organization uses across

twenty-six different sites. Support is available for the day-to-day business and on call for operations that run 24x7.

Year in Review

- Much of this year was dedicated to supporting remote workers due to the Covid-19 pandemic. This resulted in major upgrades to our datacenter including server hardware, firewalls, and software.
- A large number of laptops were also purchased and given to employees allowing them to work from home when needed.
- Temperature kiosks were installed in nearly all Tribal facilities to assist with screening all employees and visitors upon entry.
- Community wide marquee signs installed to assist with alerts, notifications, and general information. Signs are located in Keshena, Neopit, Middle Village, Zoar, and South Branch.
- Weekly podcasts from the Multimedia group about Covid-19 have been ongoing since the emergency orders came into effect.
- Security systems were upgraded during the year as well. A single vendor was chosen to provide security and monitoring to all facilities. A phased approach was implemented with phase one nearly complete and many buildings already active.
- IT received and responded to over 6,648 requests for support.

Year Ahead

- Complete the migration to a new human resources management system to streamline daily processes and help payroll become more efficient.
- A new time card application will also be rolled out and integrated with the new HR system.
- Continue upgrading and consolidating tribal security systems to save departments money, protect Tribal assets, and provide a safe working environment. IT staff will be managing the upgrades and take over the basic monitoring costs under IDC.
- A document management system will be explored to automate many of the paper processes used internally.
- Taxes and lending solution to provide online loan applications and tax preparation for tribal members.
- IT will also be assisting with technology solutions for the new family engagement center as it nears completion in the coming year.
- Inventory tracking and processes will be updated to include software and data migration from the old systems.
- Assist WRDC with a new datacenter for their operations.
- Implement a new body and squad car camera system for Tribal Police.
- Our disaster recovery site will be getting a refresh this year to continue protecting all Tribal data at an offsite location.

IT does not consider itself so much a separate department but as an extension of all the departments we serve. One third of our budget goes directly back to departments in terms of hardware and software. IT staff fill needs that would be hard for a single department to afford but which are still needed throughout the organization. How we can help is what we are about.

Insurance

Stacie Bowman, Director

General Overview

The Insurance Department administers and manages employee benefits for Menominee Tribal Government, Menominee Casino Resort and College of Menominee Nation. Employee benefits provided include health, dental, vision and prescription drug coverage; short and long term disability; workers compensation; the Return to Work Program; life insurance including voluntary life; and the 401k retirement plan. The Insurance Department handles the burial benefit program providing burial

assistance for enrolled Tribal members; the property and casualty insurance programs for Tribal entities; Family Medical Leave and provides various trainings for employees. It also oversees the Tribal Approved Drivers List. The Insurance Department provides wellness education, information and opportunities to employees. All benefit plans are subject to the Employee Retirement Income Security Act (ERISA) and are audited annually.

COVID-19 Pandemic

The Insurance Department has worked closely with our consultants Cottingham & Butler to stay up to date on changes regarding COVID-19 that will affect our employees' benefits. Early on an amendment was made to our healthcare plan to cover COVID testing, office visit, urgent care center, telemedicine visits and emergency room visits related to the testing would be paid at 100% not subject to deductible or coinsurance. Additional changes have been made to better serve our employees including changing location of offices to minimize traffic within the building, adding a secure drop off box outside of the building, posting COVID related updates and information on the Insurance Wellness Facebook page.

Staffing

The Insurance Department consists of six staff members: Insurance Director (Stacie Bowman), two Benefit Specialists (Sue Blaha and Colette White), Occupational Health, Wellness & Safety Specialist (Lucas Behm) and a Leave Benefits Specialist (Krystle Penass).

Location

Insurance Department offices are located on the first floor of the Gordon Dickie Family Investment Center in Keshena, Wisconsin directly across from Tribal Offices Headquarters Building. One Insurance staff member is located at the Casino.

Healthcare Plan

Menominee Indian Tribe of Wisconsin provides a self-funded health care plan to employees. A self-funded plan allows the Tribe to design its own plan and benefits, better control costs, supervise collection of premiums and payment of claims and allocate surplus funds for future medical costs. In FY2020, the Tribe's healthcare plan covered 785 employees with a total of 1757 lives. Annual premiums collected totaled \$15,176,358 while claim payments (\$12,774,832), Medical, Administration and Contractual Services (1,392,513).

The Nurses' Hotline, which is open to both employees and Tribal members, received 1214 calls in FY2020.

Dental

Employees are provided dental insurance from Delta Dental. In FY2020, the annual maximum benefit was \$2000. Dental insurance was provided to 875 employees insurance and paid claims amounted to \$630,890.

Life Insurance

Life insurance and Accidental Death and Dismemberment coverage is provided by the Tribe at no cost to all full-time employees at one times their annual salary. Employee spouse coverage is \$2,000 and dependent children coverage is \$1000 per child. Employees have the option of purchasing up to an additional \$100,000 in life insurance for themselves, spousal coverage of \$25,000 and dependent children coverage of \$5000 per child. In FY2020, 601 employees were covered by voluntary life insurance. Tribal life insurance benefits are administered by The Hartford.

Disability

Short term disability (STD) is provided to Tribal employees at no cost. The benefit pays 67% of an employee's wages for a maximum of 26 weeks. In addition, employees may purchase long term disability

coverage up to 60% of their income with a maximum of \$6000 per month. In FY2020, voluntary Long Term Disability covered 344 employees. During FY2020, 159 employees received short-term disability benefits. 6 employees received Long Term Benefits in FY2020. 67 employees received FMLA leave.

Workers Compensation Plan

MITW provides worker's compensation coverage through a self-funded plan administered by Berkley Risk Management. In FY2020, 64 workers' compensation claims were reported and 0 participants in the Return to Work Program.

401k Retirement Plan

MITW maintains a 401k retirement plan for employees with Alerus Retirement Solutions providing plan administration services and Nicolet Bank acting as plan trustee. Plan assets as of 9-30-2020 were \$42,421,075.98 representing 1,602 accounts. Employees are allowed to begin 401(k) contributions and receive matching contributions at the time of their employment with no waiting period. The plan covers Tribal and Casino employees however CMN employees are covered by their own retirement plan. The Tribal Investment Committee works together with Nicolet Bank to monitor investment performance throughout the year and to evaluate funds offered. Alerus Retirement Solutions mails quarterly participant statements directly to employees and information can be accessed through Alerus Retirement Solutions' secure website or through meetings with Nicolet Bank. Investment meetings providing information and education are held on-site biannually during the plan year. The Insurance Department coordinates the enrollment, distribution and loan processes for the 401k plan. In FY2020, 104 loans were processed, 12 hardship withdrawals and 233 distributions made.

Burial Benefit

The burial insurance benefit is a self-funded benefit managed and administered by the Insurance Department. Under this benefit, a \$3500 burial assistance benefit and \$200 wake assistance benefit are provided to families of deceased enrolled Tribal members. In FY2020, 75 burial assistance payments totaling \$349,315.83 and wake assistance payments of \$14,800.00 were distributed. Funds for the burial benefit and wake assistance benefit are provided through Tribal appropriations including the Burial Assistance endowment fund.

Property & Liability Insurance Coverage

Tribal First provides property and liability insurance coverage for the Tribe, Casino and WRDC. In FY2020, the property coverage premium was \$472,575, liability coverage including general, auto and premises liability among others had an annual cost of \$338,685. Insurance provides coverage through Tribal First Insurance for all rental units and Housing buildings at an annual cost of \$ 130,885.00.

Approved Drivers List

The Insurance Department maintains the Approved Drivers List (ADL) for all Tribal entities and departments. Employees whose job requirements include driving a Tribal vehicle or their own vehicle on Tribal business must be listed on the Approved Drivers List. The Insurance Department maintains the approved drivers' list for all current employees and randomly audits the driving records of current employees. In FY2019, 482 employees were on to the Tribe and Casinos Driving List.

Flexible Spending Accounts

IRS Section 125 (Flexible Spending Reimbursement) is available as an employee benefit of Menominee Indian Tribe. Flexible spending allows you to pay for certain expenses through a pre-tax payroll deduction which can result in significant tax savings. There are three types of eligible expenses: Health Plan Premiums (automatically deducted on pre-tax basis); Medical/Dental Expenses; Dependent Care Expenses. In FY2020, 177 employees contributed \$154,667.13 to Flexible Spending accounts.

Employee Wellness Benefits

The Healthy Lifestyle Benefit pays 50% up to \$150 per person or \$300 per family for approved healthy lifestyle activities which are supervised by a licensed professional. This can include health club

memberships, dance classes or Weight Watchers among other activities. In FY2020, 26 employees took advantage of the Healthy Lifestyle Benefit for a total of \$3,438.11.

Employee Trainings

Insurance Department personnel conducted various employee trainings in FY2020 including First Aid/AED (141 employees) certifications and re-certifications, HAZCOM training, Stress Relief Training, CBRF (14 employees) specific training in First Aid and Choking, Fire Safety and Standard Precautions, UST A and UST B/C training and Family Medical Leave Act (FMLA) Trainings among others. Insurance continued to provide over 800 On Demand Training videos available to all departments and employees. Trainings include Communication, Human Resources, Management & Supervision Skills, Marketing & Sales, Personal Development, Technology, Accounting & Finance and Operations.

In addition to Safety Trainings, the Insurance Department assists departments in obtaining safety equipment such as vests for the Police Department, snow tracks for boots, 19 AEDs for Tribal Facilities, replacement pads for AEDs, First Aid Kits for all Tribal facilities and Conservation vehicles, mold testing equipment, safety vests, safety shoes, respirators, radios, boots, and safety glasses.

Internal Audit

Alicia Wilke, Director

Eva Johnson, Staff Auditor

Mission Statement

The mission of the Internal Audit Department is to provide independent, objective assurance and consulting services designed to add value and improve the operations of the Menominee Indian Tribe of Wisconsin. Internal Audit helps the Tribe accomplish its objectives by bringing a systematic, disciplined approach to evaluate and improve the effectiveness of governance, risk management, and control processes.

Simply, that means that Internal Audit:

- Helps to protect the funds that a department or program receives by reviewing compliance with the terms and conditions of its funding sources
- Works with programs and departments to help them find ways to operate as efficiently and effectively as possible
- Seeks to help departments and programs maximize the services that they are able to provide with the resources that they have in order to maximize benefits to those whom they serve
- Provides consulting and advice on various topics in order to help identify opportunities to improve processes and reduce exposure to risk
- Leads individual and group training sessions on topics such as proper controls, risk management, policy development, and accounting concepts

Fiscal Year 2020 Highlights

During Fiscal Year 2020, Internal Audit completed the following assignments:

- ✓ Three program audits (operational, compliance, and financial)
- ✓ One Assessment of the IDC Reduction Plan
- ✓ One compliance on timecard processes
- ✓ One preliminary program audit
- ✓ Five follow-up audits
- ✓ Three internal investigative engagements
- ✓ Eleven agency reviews

- ✓ Tracking, review, and resolution of five improper activity reports
- ✓ Six Child and Adult Care Food Program compliance reviews of Daycare, Wapatam Head Start, and DKB Head Start
- ✓ Preparation of monthly packets for the Chair's Office Oversight Committee and consultation to that committee
- ✓ Preparation of monthly MTL credit card review and quarterly reports
- ✓ Preparation and submission of MTL Quarterly Summary of Expense for Menominee Nation News
- ✓ Compilation of the Chairman's Office, Annual Expenditure and Variance Report
- ✓ Quarterly reporting and monthly review of Menominee Tribal Legislature credit card use
- ✓ Facilitated the external audit process for the 401K Audit with the Tribe's external audit firm, RSM US LLC.
- ✓ Facilitated the external audit process for the Compliance and Financial Audit with the Tribe's external audit firm, RSM US LLC.
- ✓ Provided software assistance to Finance
- ✓ Attended three director meetings
- ✓ Assisted three departments with policy development

Single Audit FY2019

As the facilitator of the external audit process, Internal Audit worked closely with the Tribe's external audit firm, RSM US LLC, on the review and near completion of the Fiscal Year 2019 Single Audit and the Management Discussion and Analysis. Internal Audit assistance included:

- Grant, debt, cash, and investment confirmations
- Control risk assessments for Type B Tribal programs to help identify programs which require an audit
- Federal and State expense variance analysis
- Provided assistance in gathering backup for items selected for audit
- Internal control worksheets for eight internal functions such as budgeting, payroll, and financial reporting
- Updates to the Management Discussion and Analysis for the full financial statements
- Review of other external audits completed for chartered entities and programs of the Tribe

Internal Audit Observation and Highlight:

- ❖ Any time we are able to assist with review of procedures, development of policies, reconciliation of accounts, or other forms of consultation engagements is a step forward in our mission to improve operations in the departments of the MITW. Internal Audit wants all of the departments to know that we are available and will gladly provide training or consulting activities.
- ❖ Internal Audit continues to participate in the Community Engagement sessions, allowing our department the opportunity to help the community.
- ❖ We continue to make changes within the department to create a friendly and inviting atmosphere. We want department staff to come see Internal Audit if there is anything we can do to help their department.
- ❖ Internal Audit continues to improve our service approach by listening to the clients whom approach us for assistance. Instead of sending them to other departments for the "General Complaint Form", we now hold a copy of all the forms in the office. If they need assistance, we will help them to fill out the forms with their information. Sometimes it may be looking at their frustration in a different way. If they just talk about it, they may decide not to file a complaint.
- ❖ When clients have questions for Internal Audit via phone, in-person or email, Internal Audit provides them with direction to whom they can approach when we are unable to help. Through collaboration with other departments, clients feel satisfied with their initial contact.

Judiciary

Stephan Tourtillott-Grochowski, Chief Justice

Posoh Mawanew Weyak,

I think that we can all agree that it has been quite the year. It's hard to remember what happened this fiscal year prior to COVID striking. I do remember that a few of us were supposed to travel down to South Carolina for training on the Tribal Law and Order Act. We were all signed up but then our trip was cancelled. That was towards the end of March and it was probably a good thing. Our work group just recently completed the restructured course work covering the information via ZOOM.

The Tribal Courts have not closed. We have been open the whole time handling cases. Jury trials were suspended until September 30, 2020. That was a very difficult decision to make. In making this decision, defendants' rights had to be balanced against the health and wellness of court employees and others who work in the criminal justice system plus prospective jurors who are summoned into court. Given that tribal elders are usually the ones who respond to their jury summons, we could not subject our elders or any other tribal members to the possibility of succumbing to the coronavirus.

Night court, which includes truancy, underage drinking and curfew violations was also suspended. So too were evictions. Individuals who were ill, or subjected to quarantine or isolation were allowed and welcomed to appear by phone. ZOOM use was attempted in one hearing. But when all persons needed to participate in the hearing do not have ZOOM, the result can be disjointed. ZOOM appearances and phone/conference calls occurring at the same time causes an audio nightmare.

We even had to deal with reducing the number of defendants in jail due to problems with COVID. You would think that the inmates would be safe from the coronavirus due to the fact that they are incarcerated and away from the public. However, defendants come and go in and out of jail. Luckily, none of the inmates at the time were employed. But the jail staff comes and goes. They have homes and families outside of the jail. While we are all taking the necessary precautions, anyone can get COVID. The test results for the coronavirus may come back with the results that you are negative for today. But what about tomorrow?

Furthermore not everyone sitting in jail can be released with a suspended sentence or be placed on probation or parole. It all depends upon the type of crime committed, the amount of violence perpetuated, and/or the community's safety.

Even though the community has been under curfew for the last five or six months, drugs, domestic violence, and neglected children did not go away. These are the types of cases that must be heard promptly for everyone's protection. Luckily, the courts, prosecutors' office, the tribal jail, and the police department have been open. Even though the courthouse doors have been locked and access not freely allowed, persons with business here are and were able to make appointments to come down to the court and take care of their business.

There are three other things that need to be mentioned before wrapping this up. In March, the Menominee Tribal Courts were notified that JustWare would no longer be serviced by Journal Technology come June 30, 2021. JustWare is the courts' case management system. Journal Technology no longer wished to service JustWare. To that end, they wanted all users to purchase their other system, eCourt. According to the information they shared with us, it would cost us approximately \$250,000.00 to implement the new service. Data migration would be free but the annual costs of running the new system would be \$89,000+ per year. Although JustWare will still be useable after June of 2021, when it finally breaks, it's over.

Once we were notified of JustWare's demise, a group of five persons, (three court personnel, a prior JustWare user and attorney from Legal, and another person from IT), reviewed three other case management systems. We have made a choice and are waiting to hear back from Tribal Justice Support as they are willing to help us purchase a different system. As part of the deal, we will need to endure another court assessment but that only serves to make us better.

Second, the Tribe's new Children's Code became effective June 1, 2020. Cases dealing with children in need of protection and services are the matters that we are currently handling. The juvenile cases will be forthcoming. Tribal Attorney Danica Zawieja has been instrumental in drafting new forms and presenting the new code to the court and its users. It has truly been a learning experience.

Lastly, in July, one of the tribal planners in Tribal Administration helped us submit a request for additional money for PPEs, electronics, computer equipment, and additional staff for a limited period of time. We were notified that the request was funded – Waewaenen Marci.

CASE FILING STATISTICS – FY 2020

TYPE	FILED	HEARINGS
CIVIL*	190	184
MOTOR VEHICLE cases	819	945
Curfew, Underage Drinking, and Truancy	41	326
Conservation ordinances, Dangerous Dogs, Disorderly Conduct, Adult THC possession, Public consumption, civil disobedience,	132	111
APPEALS	2	N/A
Restraining Orders/TROs	29	26
Adult Criminal	462	2251
Kākāēcec	23	83
Juvenile/JIPS	27	92
TPRs/Adoptions	7	14
Child Support/Paternity	59	243
Private Custody + Visitation	17	42
EXTRADITIONS	75	65
CHIPS + TPC petitions	135	216
Concealed Carry	1	N/A
Marriage Licenses	2	N/A
TOTALS	2021	4,598

*Civil cases include Small Claims, Evictions, Large Claims, Garnishments, Employment Matters, Divorces, Probates, Relinquishments, Name Changes, Guardianships, Orders to Show Cause (non-child support), and Ch. 51 commitments.

Language and Culture

Joey Pakahcekaew Awonohopay, Director

In 2015 our Menominee Tribal Legislature supported and funded the first Menominee Immersion Trainee Program. Since that time we have successfully prepared and trained many Menominee tribal members to be Immersion Teachers. With joint efforts from MTL, Tribal Education, Tribal Administration, Early Childhood Services and Language and Culture, we have once again certified a large group of classroom bilingual Teachers and Immersion Teachers capable of teaching in an Immersion setting, bilingual classroom setting or community classes.

As of June 2020 MLCC has certified 19 Tribal members to teach Menominee Language, Culture and History on a wide variety of levels. As we move into FY21, our 4th group of Menominee Language Immersion Teachers have earned their certification and license, and are taking their place at Early Childhood Services. Again like the groups before them, they have been put through rigorous language, culture and history training along with taking accredited courses at the College of Menominee Nation to obtain a Childhood Development Associate (CDA) Degree for State compliance in our Early Childhood Services Department.

In September of 2017, 8 Menominee families entrusted our team to care for their babies and to speak Menominee while passing on our rich traditions, values and culture. On a daily bases our beautiful language can be heard through speech, songs, stories and games with our babies. This is very different than the traditional bilingual language rooms in our existing schools. In Immersion, our language is the medium of instruction and communication. You will only hear our original language, Omāēqnomenēweqnaesen spoken in any of our Immersion rooms. In 2018 we opened a 2nd Menominee Language Immersion room at Tribal Daycare serving to meet the needs of our growing babies. In the fall of 2019 the need for expansion was great and we opened a 3rd Immersion daycare room! The new room created space for 8 more Menominee babies to enter the Immersion program giving us a total of 26 Menominee babies involved with the Immersion effort. September 2020 we once again opened another room as our children reached the age to attend Head start. It has been an amazing journey and we have no plans to slow down any time soon as we are continuing to build capacity with the new group of Immersion Trainees that started in January of 2020. Our short term goal continues to be building capacity and creating a solid sustainable birth to 5-year-old Immersion program with early Childhood Services. As our Menominee babies grow, it is our hope that we will be able to collaborate and open an Immersion Charter School once our babies get close to the 5 years old mark. We continue to work very diligently to build Immersion programing and unique opportunities for our Menominee Immersion babies as they grow. Through the hard work and determination of many, we will see our first language Menominee speakers in over 80 years with our Menominee Immersion babies. In January 2021 we will bring on the last group of Immersion Trainees under the ANA Ester Martinez Immersion Grant. This grant will end in summer July 2021.

We continue to assess our goals on an annually bases, and again we continue to examine the way we are preparing our Bilingual Teachers for the classroom with the proper Professional Development to make them classroom ready now and in the future. Not only with language development, but also with classroom management, curriculum designing, lesson plan writing and many other key skills to ensure they will be successful. We restructured the testing process in 2016 so the material is a reflection to the Menominee Language & Culture Code Chapter 395. This new testing procedure gives the learner the opportunity to showcase their strengths, but yet pin point their specific weakness for better and more effective development. Our main focus is to promote, preserve and protect our beautiful Menominee Language, Culture and traditions for future generations.

The revitalization of our language is key to the success of our tribe and the rearing of successful, knowledgeable Menominee speaking youth who will one day take their place in the work force as Menominee leaders. Our Menominee children deserve the best and we must work tirelessly to ensure they get the best from all Menominee Language Teachers licensed through this department. The program continues to change and evolve for the betterment of all our Menominee Language Teachers whether

bilingual or immersion. We are now seeing their comprehension and fluency blossom along with their knowledge and passion for our language.

Despite the pandemic, the Commission continues to implement changes, adjust goals and our journey ahead looks bright. Menominee Language & Culture Commission consists of 9 enrolled Menominee Tribal members from Menominee Language Teachers to eminent elder persons (elders knowledgeable in Language, Culture, Traditions, History and Spirituality). We assist, help, guide, educate and oversee any issues or concerns pertaining specifically to our Indigenous Language, history, culture, traditions and spirituality along with our partners at Historic Preservation.

Currently we have a total enrolled population just over nine thousand (9,000) Tribal members. Of that 9,000+ person membership **only 0.0001% are first language fluent speakers**. We have many Tribal members that know some words, to some Tribal members that know many words and some phrases, and there is now a limited few that are very functional which means they can communicate any daily task and conversation all in Menominee without using English to express themselves. We have around 3 to 4 (estimated) first language fluent speaking elders still with us which gives us the 0.0001% figure you see above. No matter how hard we work or how fluent we become, we will never be able to change the statistics of being “endangered”. Only through our babies and the Immersion effort will we be able to slowly climb away from the edge of our language becoming extinct.

It is heartbreak we have not been able to host our longest standing gathering of elders and Tribal members the “Keckiwak Māwacēsenok” (They gather the elders). This has always been a place our elders have come to share stories of old and rekindle the language. Also we would tell and share stories, teach language, provide one-on-one mentorship with Teachers/community members and look over Language curriculum for accuracy with the elders. The Keckiwak elders eagerly await the day when we can safely all come back together. Also in the years past MLCC through a partnership with UW Extension has been annually sponsoring a series of Traditional Winter story telling events during the long cold months. Unfortunately due to the pandemic we may not be able to meet in person, and so we are looking at different venues to continue this rich part of our culture and history.

Dictionaries & Books for purchase-

Berry Picking Story- \$10

Beginners Dictionary \$15

Intermediate Dictionary- \$20

Law Enforcement

Richard Nacotee, Interim Chief of Police

Mission Statement

The men and women of the Menominee Tribal Police Department are dedicated to enhancing the relationship between law enforcement and community members in order to build trust, reduce crime, build a proactive patrol, and create a safe community for current and future generations.

TRIBAL POLICE DEPARTMENT

The Menominee Tribal Police Department provided 24-hour services to the community through the COVID-19 pandemic. The Department’s safety plan and the recommendations and orders from the Menominee Indian Tribe’s Incident Command provided our officers and employee with guidelines to help protect themselves from the COVID-19 Virus. Unfortunately, The COVID-19 Virus effected the department. Officers and employees were quarantined. Officers worked extra and overtime hours to ensure the community had law enforcement services.

The Department’s staffing fluctuated throughout the fiscal year. The department approved organizational chart for fiscal year 2020 consisted of 26 certified officer positions and 8 civilian positions. At one point, the Department was operating with 12 certified officers and 7 civilian employees.

With the low numbers of staff, the Department began posting for certified and non-certified positions. The Department hired two certified officer under emergency hire. The Department was able to hire three certified officers, four non-certified officers and one civilian Community Service Officer. The Department continues to have four vacant positions but anticipate filling these within the next fiscal year to include the Chief of Police. The Police Department currently has 19 certified officers and 6 civilian employees. Two officers currently at US Indian Police Academy to become certified. SORNA Coordinator recently resigned and the position is temporarily vacant. One Crime Victim Advocate transferred to a different Tribal Department.

To reduce the number of turnover of certified Officers within the Department. The Police Department and the Administration Department focused on enhancing the Police Department's retirement. The Police Department's retirement will assist retaining officers by having a more competitive retirement package. The Police Department Off-Duty Policy will assist by allowing Menominee Tribal Police Officers to work off-duty law enforcement in a different jurisdiction in order to maintain state certification. This will allow the officer(s) to stay in the department without losing their certification. This applies to officers with state certification. The Police Department will have the option to send non-certified officers to US Indian Police Academy and/or a BIA approved WI. Technical College to become certified officers. The Police Department is meeting with Northwest Technical College Criminal Justice program to meet BIA curriculum standards, to include introduction to Criminal law in Indian Country.

The police Department is ensuring officers have up to date equipment and supplies to meet today's technology. The Police Department purchased new firearms and are currently in service. The Department's Tasers and body cameras are obsolete and no longer made. The Department was able to purchase new Tasers and new body cameras with in-camera squad cameras using BIA grant. The Department purchased tablets to be install in patrol vehicles using CTAS grant. This would allow officers on-scene access to databases. This will also provide Officers to immediate access to the reporting system, allowing officers to remain in the community and have more visibility. GPS installed in the system will allow live tracking of patrol vehicles for safety and accountability.

The Police Department received funding from BIA to assist with combating drugs in our community. The Police Department explored options and after extensive research, the department determined a canine in the department would be a valuable tool to help with the drugs in the community. The Department was able to obtain a canine, insurance, policy, equipment and a certified K-9 Officer to patrol.

The Neopit Precinct was a project for many years. This fiscal year the Precinct is 99% complete. The police department had a meeting and now have access to the building. We anticipate staffing the precinct with law enforcement and other services as soon the pandemic is over. The Precinct will provide Neopit and Zoar with services closer to home. The Police Department has several plans to utilize the precinct to include community involvement, and events.

The Menominee Indian Tribe of Wisconsin Declaration of State of Emergency enacted March 12, 2020, issued orders to have all tribal resources to assist in the response of the COVID-19 outbreak. The Tribe initiated an Incident Command (IC). The IC provided directive to the Tribe to include any means necessary to stop or slow the outbreak. On April 6, 2020, The MITW Emergency Ordinance 20-06 Emergency Curfew Ordinance was passed by MTL. The Police department responsibility was to enforce the Emergency Curfew ordinance from 10:00 pm to 06:00 am, effective April 6, 2020 to June 6, 2020 and the second curfew effective July 29, 2020 to August 31, 2020. The Police Department provided extra patrol for the purpose of enforcing the ordinance. The Police Department's assessment of the effectiveness of the curfew showed at least 90% of the community complied with the order on both curfew orders. The Police Department conducted 168 vehicle stops for curfew. Seven citations issued for curfew violation. One citation issued for violation of the emergency order.

This year the Department's focus was on the Missing and Murdered Indigenous Persons. The Police Department received information on a missing female adult reported missing on June 18, 2020. The Initial investigation by patrol officers included checking family and friends of the female. The case was referred to the Menominee Tribal Detectives. On June 19, 2020, The Police department and Emergency Management initiated an Incident Command. The Investigation included searching last known area. With

the assistance of Menominee Forestry, Menominee County Sheriff's Office, Menominee Conservation Department, and Great Lakes Search and Rescue K-9 team. The Investigation revealed last known location was in the city of Shawano at her Apartment with two other females and one male. Shawano Police Department, Shawano County Sheriff's Office, FBI, US Attorney's Office, and WI. Division of Criminal Investigation assisted in the investigation. Several Interviews and searches conducted. The Police Department continues to investigate as information is provided to the department.

The Menominee Tribal Police provided information to the media regarding the Menominee Indian Tribe's Missing and Murdered Indigenous Persons. These persons are Katelyn Kelly, Robert Lyons, Rae Tourtillott, Lisa Ninham, and Edward "Eddy" Pocan. The Police Department will take any information regarding our missing or murdered Tribal members.

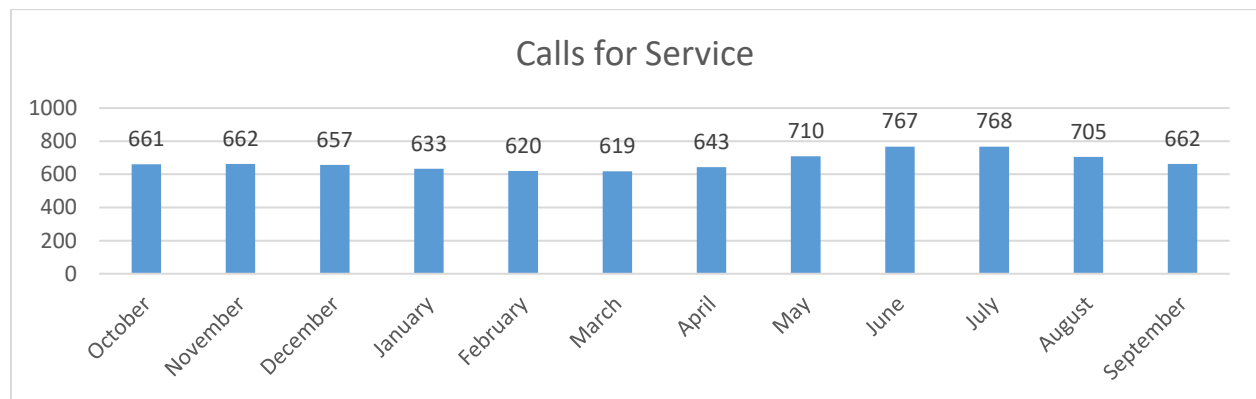
LAW ENFORCEMENT ACTIVITIES

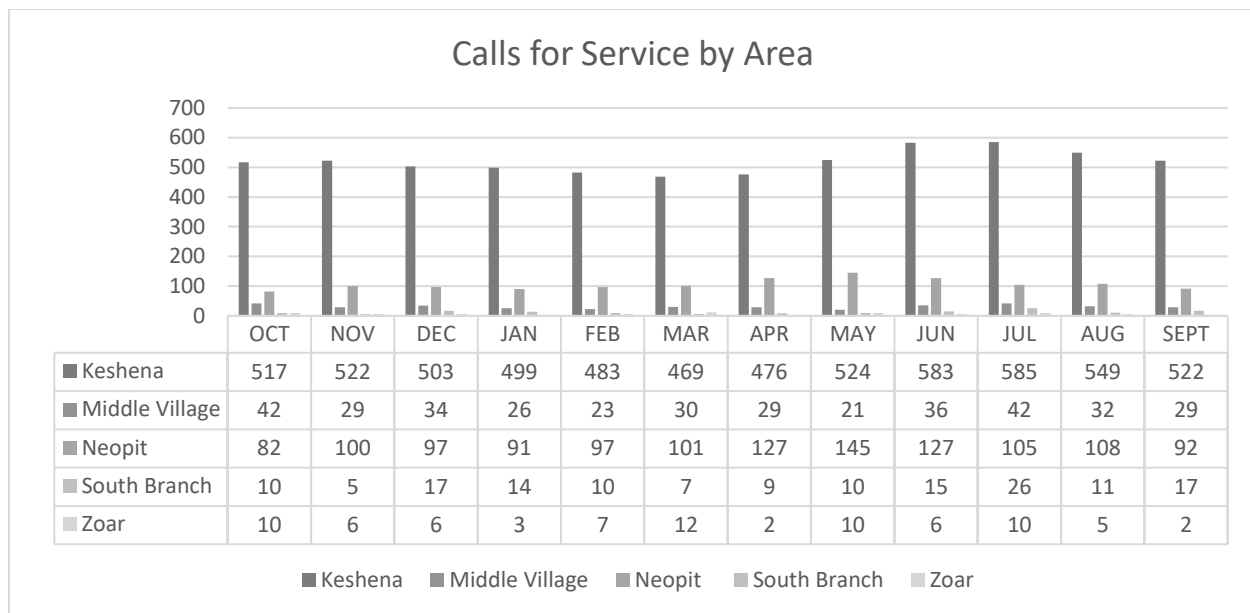
This 2020 fiscal year the Department was limited to proactive community activities and events due to the pandemic. The police Department still collaborated with other agencies and departments to engage in community awareness and education. The Police department participated in the Community Drug forums, provided awareness presentation on Human Trafficking to the community. Provided drugs and the dangers of vaping presentation to high school students.

The Police department assisted with other Tribal Departments and grassroots programs with security and escorts.

The Department's Annual Shop with a Cop was another success. The Department was able to take 16 local kids to Wal Mart in the city of Shawano to shop with a cop. In addition to Shop with a cop, The Police Department was able to supply Menominee Tribal School with winter clothing (hats, gloves, boots, and snow pants) for children in need.

During the fiscal year 2020 the number of calls for service generated by the Menominee Tribal Police department totaled 8,107. This number is an 11% decrease from fiscal year 2019. The purpose is low staffing of officers, more reactive versus proactive and decrease in incidents due to the curfew and COVID-19 Pandemic.





NATIVE AMERICAN DRUG AND GANG INITIATIVE (NADGI)

The collaboration between Tribal Law Enforcement Agencies, Wisconsin Department of Justice, Division of Criminal Investigation and Federal Bureau of Investigation, Green Bay Office is a valuable task force to combat drugs in Indian Country. The Menominee Tribal Police Department are the most active and play a huge role in the NADGI task Force. Menominee Tribal Detectives are Title 21 and 18 Special Deputation. This special deputation is very valuable to the investigation of drugs and criminal activity on the Menominee Indian Reservation.

This fiscal year, with the assistance of Menominee Tribal Police Officers, NADGI was able to seize the following:

- \$50,381.62 US Currency
- 864.34 grams marijuana
- 31.41 grams cocaine
- 14.9 grams of meth
- 47 grams of Crystal meth
- 4.7 grams of opioid/opioid derivative
- 3.6 grams heroin
- 317 scheduled prescription pills

Fiscal year 2020, the Police Department responded to 18 Overdose incidents, four incidents were overdose deaths. Six incidents Narcan was successfully deployed by Menominee Tribal Police. Six incidents patient transported to hospital via ambulance or personal vehicle. The Menominee Tribal Police Department administered total of 17 Narcan doses. One dose administered to Tribal Police Officer after possible exposure during execution of search warrant.

August 19, 2020, The Menominee Tribal Police Department investigated a burnt car with human remains located in a wooded area off of County Road M (West) on the Menominee Indian Reservation. The investigation included identifying the vehicle and human remains. The Detectives under special deputation of Title 18 and 21, are able to advance their investigation off the Menominee Indian Reservation. The assistance of WI. Division of Criminal Investigation, NADGI Task force, Menominee Tribal Detectives and FBI Special Agent from the Green Bay Office were able to continue their own investigation with the assistance of other WI. Law enforcement agencies.

INDIAN HIGHWAY SAFETY PROGRAM

The Menominee Tribal Police Department was awarded funding to continue with the BIA Indian Highway Safety Program. The Department has one certified officer specific to Highway Safety enforcement. The project goal is to focus on the reduction of motor vehicle crashes, fatalities, OWI (Operating while intoxicated) and seatbelt violations. This year the Menominee Tribal Police Department will participate in three national mobilization initiatives to include: Click it or Ticket, Drive Sober or Get Pulled Over, Don't Shatter the Dreams. This year the department will also conduct Sobriety Check points, and Highway safety saturation patrols.

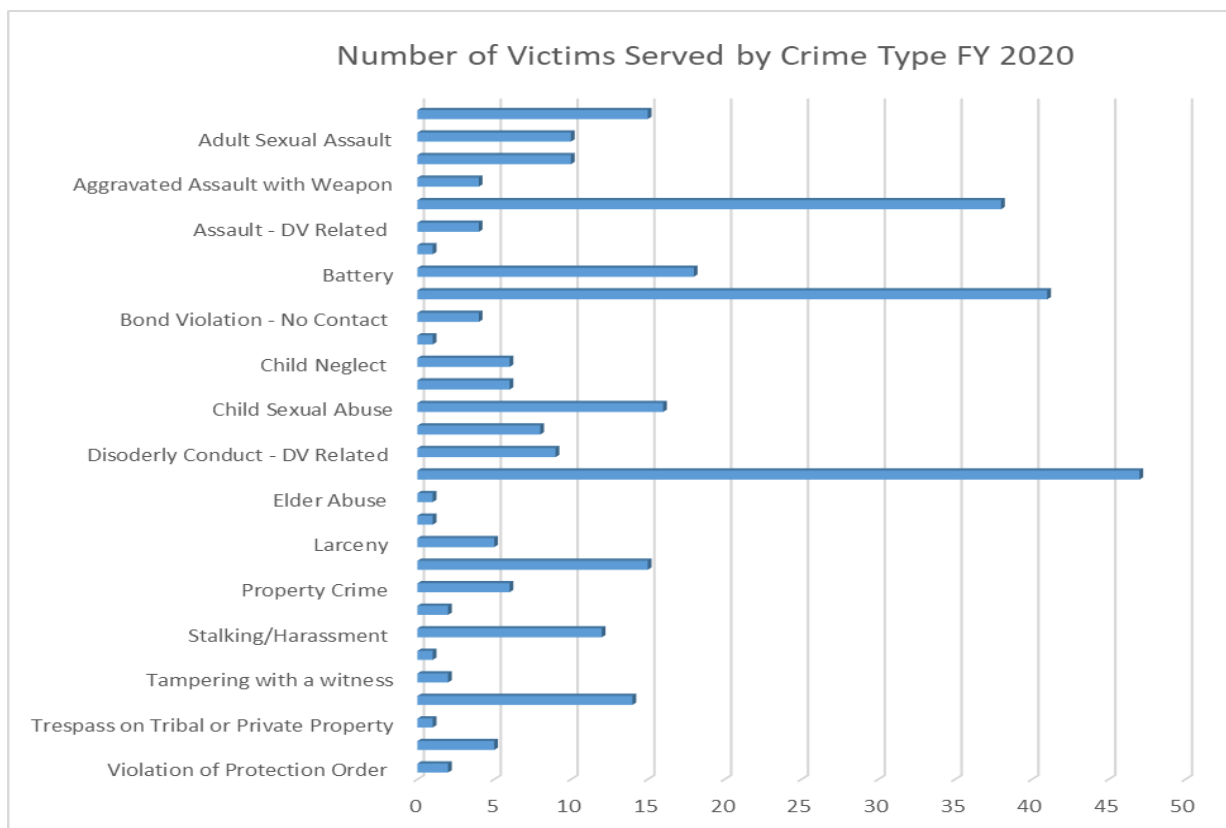
CRIME VICTIM PROGRAM

The Crime Victims Program, a branch of the Tribal Police Department, provides support services to victims involved in a criminal incident. The staff can be reached around the clock to provide assistance to all victims of crime including, but not limited to, property crime, assaults, domestic violence, sexual assaults and survivors of homicide.

The program assisted three hundred and five (305) clients during fiscal year 2020. Although the types of service increased the number of clients slightly decreased.

The department created a contact card for victims that chose not to meet with a victim specialist immediately.

The CVP staff continues to work with clients to assist and refer individuals or families to appropriate agencies within the tribe. In addition, the primary role of the CVP staff is the help the victims through the court process whether it be with the fact finding for a domestic violence temporary restraining orders, offering communication of upcoming hearing dates, transportation to and from court and support during the court process. Our staff also will assist with transportation to and from forensic interviews and Sexual Assault Nursing Exams.



SEXUAL OFFENDER REGISTRY AND NOTIFICATION PROGRAM

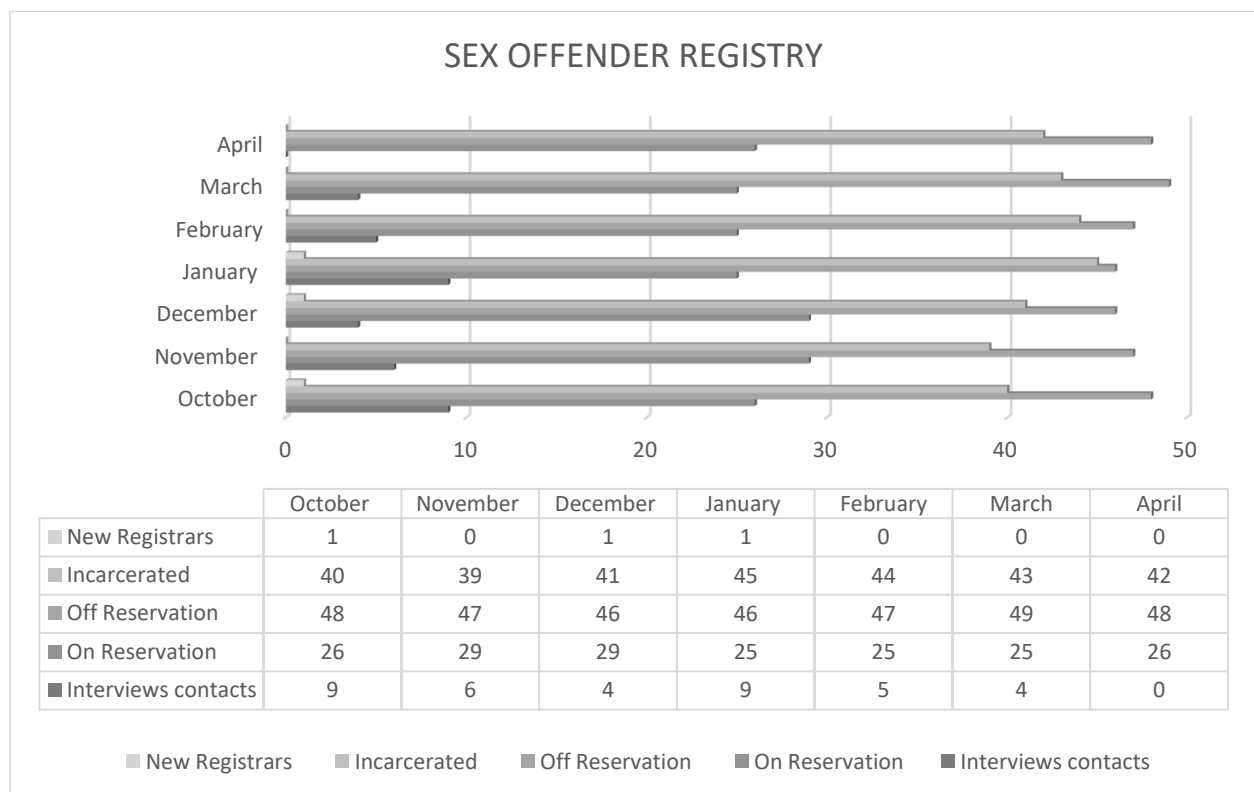
The goal of the sex offender registry and notification program (SORN) is to provide registration to those individuals who have been found guilty of a sexual crime while providing community information and education about native registered sex offenders. In the last fiscal year, the SORN program received funding from a grant through the United States Department of Justice SMART Office. The Sex Offender Registry Coordinator and Research Coordinator have federal funding (Grant # 2018-AW-BX-0013) through **September 30th, 2021.**

Since 2014 the Menominee Tribe has been certified by the federal Sex Offender Sentencing Management Apprehending Registering and Tracking (SMART) Office as “Substantially Implementing” the Adam Walsh Act and has recertified each year since.

For fiscal year 2020, a total of 185 Sex Offenders have been identified with the number of registered Sex Offenders on the Menominee Reservation averaged 26.42 each month. There were 3 new individuals registered with the Menominee Tribal Sex Offender Registry.

There was one violation of Tribal Sex Offender Registry rules that required referral to the Tribal Prosecutor for criminal charges.

Due to medical leave, stats were only compiled for seven months.



Legal Services

Lindzey Spice, Director

Description of the Department

The Department of Legal Services (“DLS” or “Department”) is currently comprised of following staff: Lindzey Spice, Director of Legal Services/Tribal Attorney; John Wilhelmi, Tribal Attorney (Gaming Emphasis); Danica Zawieja, Assistant Tribal Attorney; Starlyn Tourtillott, Assistant Tribal Attorney; Jeffrey Jazgar Assistant Tribal Attorney (Child Support/Social Services Emphasis); and Toni Caldwell, Legislation and Policy Specialist.

The Department of Legal Services is located on the first floor of the main Tribal Office Building, on Tribal Office Loop Road in Keshena, Wisconsin.

Description of services provided by the Department

DLS provides legal assistance to the Tribal Government and Tribal Programs funded by tribal, state and federal dollars. These legal services include attending and advising the Tribal Legislature and Tribal Committees in their regular and special meetings. The Department drafts ordinances, resolutions, memorandum of agreements, contracts, and other legal documents for the Tribal Government and Tribal Legislative Committees. The Department represents the Tribal Government and the Tribal Programs in litigation in tribal, state and federal courts. Tribal programs are provided with legal assistance for their various programmatic legal needs.

The DLS provides legal services to the Tribal Government by attending all regular and special meetings of the Tribal Legislature and by attending meetings of the various Legislative Committees. In addition to providing legal advice to the Tribal Government at meetings, the Department drafts ordinances, resolutions, agreements, and provides both formal and informal written legal opinions for the Tribal Government.

The Department works closely with the Tribal Legislative Committees to draft and amend a variety of ordinances that are later considered by the Tribal Legislature for adoption. The vast majority of ordinances that were drafted or amended became Tribal law upon passage by the Tribal Legislature through the ordinance process.

The Department also spends considerable time providing professional legal services to the various Tribal programs in the form of legal advice, legal research, litigation, contract assistance and other legal work.

The Department represents and/or defends the Menominee Tribe in civil lawsuits filed in Menominee Tribal and other courts. Representation in civil lawsuits includes filing legal documents necessary to commence a lawsuit, as well as filing answers and motions necessary to defend a lawsuit. Legal work differs depending whether the Menominee Tribe is the plaintiff or defendant. However, in either case, legal work may include writing legal briefs, and conducting discovery in anticipation of trial. While a civil trial is always anticipated, most civil matters are concluded during motion practice or by settlement.

Additionally, the Department also provides representation to select chartered entities of the Tribe. Those entities include: Wolf River Development Company (WRDC), Menominee Indian Gaming Authority (MIGA), Menominee Casino Resort (MCR) and Menominee Kenosha Gaming Authority (MKGA). The Department provides legal assistance and representation to these entities to meet the specific legal needs of each entity.

Over the past year, the Legal Department has been working with many Departments to streamline processes and update policies, procedures and ordinances to help make the services that both of those departments provide, to tribal members, more trauma-informed and able to best meet the needs of the Menominee Community.

Community Engagement Efforts

In FY2020, the Department continued to lead the coordination of Community Engagement Workgroup efforts implement the comprehensive Menominee Tribal Children’s Code that was passed by the

Menominee Tribal Legislature in 2018. The efforts of the Workgroup provide the Tribe with an updated and complete child protection code that meets the needs of the Menominee community through a trauma informed and responsive manner providing wraparound services to families in need. The Ordinance became fully effective on June 1, 2020. Menominee Tribal Family Services Department is now the lead agency responsible for child welfare cases involving Indian Children on the Menominee Indian Reservation. The Department continues to work with departments and tribal programs to update policies and procedures and train staff to ensure full implementation of the code in a manner that is most beneficial to the community.

Other Notable Initiatives

On October 17, 2019, the Menominee Indian Tribe of Wisconsin's approval of its HEARTH Act Regulations were published in the Federal Register. The HEARTH Act (Helping Expedite and Advance Responsible Tribal Home Ownership Act of 2012) creates a voluntary, alternative land leasing process available to tribes by amending the Indian Long-Term Leasing act of 1955. Once the Tribe submitted its governing tribal leasing regulations to and got them approved by the Secretary of Interior, the Tribe became eligible to authorize, negotiate and enter into leases without further approvals by the Secretary. In FY020, the Tribe has spent significant time developing corresponding databases, procedures and practices to give final approvals on leases of trust land for residential, agricultural, recreational and commercial leases, rather than having to wait for final approval by the Bureau of Indian Affairs. The Department also continues to work with Real Estate Services (soon to be Land Use Department) to clean up and address many longstanding lease and compliance issues throughout the community.

Services to be provided in FY2021

The DLS intends to continue to provide a wide variety of legal services to the Tribal Government and to tribal programs and entities. The Department will continue work towards implementing new procedures, technologies and methods to increase the efficiency, speed and accuracy of all documents produced by the Department. It has been, and remains the Department's vision, to rely upon increased technology to reduce the amount of paper that is used within the office and the amount of paper materials relied for research. This has been done through increased reliance upon computer technology and the use of on-line materials and research services such as LexisNexis. The Department continues to work on scanning old legal files and legal work product to build and develop searchable databases for employees in the department to use when researching legal issues. Decreased usage of paper and photocopying reduces the amount of paper wasted, chemical toners used, and waste disposal relied upon. This saves the Tribe money and helps the environment by reducing the waste of natural resources and the energy needed to produce the materials.

The Department is also working with the Legislature and tribal programs to strengthen existing ordinances, and develop new ordinances, regulations and procedures to affirm the sovereignty of the Menominee Indian Tribe. The Department will continue working on Community Engagement efforts and collaboration with other Departments to best serve the needs of the Menominee Community.

Services provided to the general public

The Department also provides notary services to the general public, free of charge. The attorneys in the department are notary public officials, and are able to provide this service to tribal members, as well as tribal government officials and employees, at no cost.

Lending & Tribal Tax

Nicole Fish, Director

The Lending and Tribal Taxes Department consists of three operations. The Tribal Loan Fund, Tax Commissioners Office and the Tribal Consumer Financial Services Regulatory Authority. The department has three employees: Nicole Fish, Director, Michael Wescott, Assistant Loan Officer, and Doris Latender. The Lending and Tribal Tax Department is located at N559 Library Road behind the Culture Building in Keshena, Wisconsin.

Loan Fund

The Menominee Loan Fund provides a means for eligible applicants to obtain financing for personal/emergency, home improvement, home down payment and business revolving loans as specified with authority delegated through its Plan of Operation. The department presents and submits monthly reports to the Budget and Finance Committee and is supervised by Jonathan Wilber, Tribal Administrator.

The Loan Fund has an oversight committee and is responsible for reviewing credit history and assuring the Director operates within the Plan of Operations. The Loan Fund Committee consists of five enrolled tribal members: Gunnar Peters, Karla Kitson, Barbara Caldwell, Brianne Tepiew and Ramona Webster.

The objective of the Menominee Loan Fund is to provide a means for eligible members to obtain financing for personal items and purposes. Only one (1) personal loan is allowed per customer. The Menominee Loan Fund issued 856 personal loans with a cumulative total of \$956,125 for FY2020. The maximum loan amount is \$1,500.

The Revolving Loan Fund is a loan program, which offers business loans to Menominee Tribal Members or entities of the Tribe where the business is located on the Menominee Reservation. Business proposals for loans are reviewed and forwarded for action by the Loan Fund Committee monthly. There were several business loan inquiries made however no loan applications were returned.

The HUD/CDBG is a loan program intended for the repair, renovations or improvement of a Menominee Tribal Member's residence in which is their property. Nineteen (19) loans were issued for a collective amount of \$129,700. Applicants must show home ownership, home insurance along with quotes for which how the proceeds of the loan will be used. The maximum loan amount for this program is \$7,500.

The Emergency Fuel Fund (EFF) purpose is to assist Menominee Tribal Members during the heating season. Funds become available October 1 and are limited. The applications must be completed within the department by the applicant. The EFF loans are only available during this time or until the fund has been expended for the season. There were 210 loans issued for a total of \$105,000 for FY2020. The maximum loan for this program is \$500.

The Housing Down Payment Fund offers loans to Menominee Tribal Members who are in the process of purchasing a home. One new loan was issued for a total of \$6,600 for the year.

All inquiries regarding individual eligibility should be referred to the department at 715-799-5139 to ensure policies and procedures are communicated and understood.

Tax Commissioner

The Tax Commission is responsible for assessing and collecting the following Tribal taxes: Menominee Casino Resort Hotel tax, Construction Materials Tax, Fireworks, Gas Excise Tax, Cigarette and Tobacco Tax. Along with Tribal tax collection, the department is required to file various State and Federal refunds. These refunds are based on a State Agreement between the Tribe and the Department of Revenue. As per an agreement with the State of Wisconsin, the Tax Commissioner files for and receives a refund of 70% of the State Cigarette Excise Tax (\$25.20/carton) and 50% of the State Tobacco Excise Tax (100% chewing tobacco and 71% other tobacco products of the manufacturer price). These refunds are submitted on a bi-monthly basis.

Most of the tax revenue is received from cigarette and tobacco with 89% (\$1,844,885) of the revenue from this current fiscal year. Cigarettes are taxed at \$13.25/carton and tobacco products (cigars, chewing tobacco, loose tobacco, etc.) are taxed at 40% of the manufacturer price. Deliveries of the products occur twice weekly on Monday and Thursday.

The Hotel Lodging Tax is collected monthly based on the Casino hotel occupancy. The Federal Excise Gas Tax Refund is a tax that is included in the price per gallon on gas purchased through various department vehicles. The Fireworks Tax is assessed to local vendors. The Construction Materials Tax is assessed on construction materials consumed by a commercial project. MTL has the authority to waive construction tax.

The Director is responsible for monitoring the Menominee preference for contracting. The primary functions of the Tribal Code 25: Contracting is promoting business opportunities, economic development and self-sufficiency to Menominee Tribal business owners by providing preference in contracting opportunities provided by the Tribe and its chartered entities. The Director monitors the contract/bid process to ensure Menominee Tribal business owners are receiving preference pursuant to the ordinance and enforcing the provisions of the ordinance within the contract/bid process. In FY20, there were nine requests for proposals. The requests for proposals are posted on the Tribe's website.

Volunteer Income Tax Assistance (VITA) Program

The VITA Program provides free income tax preparation services to tribal members, local community members, and provides over flow services for surrounding communities. The site reduces the cost of tax preparation for low-income families and helps them avoid expensive products such as high-cost loans that are made against tax refunds. The VITA program also assists taxpayer's access to Earned Income Tax Credit (EITC) and other credits. The EITC is a refundable tax credit for low- and moderate-income individuals and families. In FY20, the VITA Site Coordinator and four staff completed 598 Federal tax returns with total earned income credit of \$475,812 and total child tax credits of \$142,096.

If interested in volunteering to become a tax preparer for the program, the program training and certification is free. Please call the department for more information. Training begins mid-January and can be done at your own pace.

Tribal Consumer Financial Services Regulatory Authority

Earlier this year, the Tribal Legislature enacted Chapter 22 of the Menominee Tribal Code entitled Tribal Consumer Financial Services Regulation. The Regulatory Authority is charged with the implementation and enforcement of the Tribal Consumer Financial Services Regulatory Chapter and all other regulations promulgated by the Authority or the Tribe relating to Consumer Financial Services activities and associated licensing requirements.

The Authority issued five Employee licenses, nine Financial Servicer licenses, and seven Vendor licenses.

Accomplishments and Future Improvements

Lending and Taxes implemented an on-line payment system for Loan Fund customers, and received additional funding to expand on-line services to the community such as an on-line application, and the ability to view your account details.

During the pandemic Lending and Taxes continued to offer tax services through VITA by allowing customers to complete their taxes through a drop-off method. The drop-off method may not be suitable for tax year 2021 but we are working with VITA and the IT Department to expand our VITA services using a virtual method to complete taxes.

As we look forward to a new year, our goals for the Lending and Taxes includes expanding the home ownership program, providing on-line Loan Fund services to tribal members, and collaborating with local agencies to expand programs to tribal members.

Maehnowesekiyah Wellness Center

Darla Dick, Treatment Center Administrator

MISSION: To provide culturally sensitive client-centered services and treatment in the areas of alcohol and other drug abuse, prevention, and domestic violence, responsive to community needs to develop and maintain healthy lifestyles for our community. To continue to maintain and develop positive relationships between Maehnowesekiyah Wellness Center, other service providers, and the community.

VISION: To serve as a resource for our community by providing services that encourage a healthy family lifestyle; respect and preserve tribal values, and instill hope for the future, thereby eliminating violence, ending alcohol and drug related problems and deaths.

HISTORY: Recognizing the need to address the use and abuse of alcohol and drugs on the reservation, the Menominee Indian Tribe of Wisconsin opened Maehnowesekiyah Wellness Center in the year of 1986. The program served as a place where Menominee's affected with substance abuse could work on recovery and begin on a new journey of life.

In 1986, renovations of the new facility were completed. Added to the former Volland's farmhouse were additional resident rooms, rest rooms, and a large multipurpose room for group meetings and other functions. The facility was licensed as a sixteen (16) bed Community Based Residential Facility.

In 1990, the residential facility was dedicated to the memory of a community advocate for a drug-free community. A dedication service was conducted at Maehnowesekiyah in honor of Mary Jane Cox (1919-1989) citing her efforts in assisting Menominee people lead a chemical-free lifestyle.

In 1994, the construction of a new 24,000 square foot headquarters building for Maehnowesekiyah

Wellness Center was completed. The building was created to house all therapy rooms needed for treatment services

as well as group rooms, offices, and a main kitchen for the residential facilities and Middle Village Head Start program on the lower level. The new headquarters were dedicated in honor of Mildred Butler, the agency's first certified Menominee AODA counselor, who retired in 1994. The dedication plaque reads, "Much of our success as a treatment center is attributed to her."

CURRENT: Through 30 years of operation, Maehnowesekiyah Wellness Center has continued to uphold its original mission and vision, established so many years ago. Some years prove to be more challenging than others, but the heart of our operations remains the same. Below is a listing of current staff:

STAFF:

Darla Ann Dick, Treatment Center Administrator

Kristi Arnold, Business Manager

Tabitha Helsinger, Office Manager

Rodney Lyons, Lead Facilities Technician

Lisa Kelley, Client Records Specialist

April Mahkimetas, Receptionist

Tara Murphy, Alcohol and Drug Technician

Michael Boivin, Head Cook

NaTasha Frechette, Prevention Specialist-IT

Addie Caldwell, Family Services Supervisor/Clinical Therapist

Michael Bartosh, Domestic Violence Intervention Facilitator

Natalie Cornelius, AODA Counselor

Jennifer Wilber, Lead AODA Counselor

Ronaele Clasen, Case Manager

Lyle Tucker, House Supervisor

Pamela Sporleder, Registered Nurse

Moneejon Chevalier, Intake Worker

Bernadette Bear, House Aide

Jade Boivin, House Aide

Elroy Waupoose, Peer Support Specialist

Mataia Corona, Peer Support Specialist

Cassandra Houghton, CNA – House Aide

Michael Peters – Housekeeper/Transporter

OUTPATIENT SERVICES: Maehnowesekiyah Wellness Center offers a comprehensive range of outpatient services which include AODA education, individual counseling and Primary Day Treatment. All of our programming is certified by the State of Wisconsin, ensuring that quality services are delivered to the community. Program structure is based on best practice and an integration of Menominee values and culture. Assessments, treatment team review, and Clinical Supervision are all used to determine the appropriate level of care needed for each and every client. Educational and therapeutic counseling is provided by certified AODA counselors and mental health practitioners. Our licensed Psychiatrist provides consultation for clients, pharmacological follow-up and assists with overall program supervision needs.

Over the last year, Maehnowesekiyah Wellness Center's outpatient services have been evaluated and enhanced to meet the current needs of our clients. The continued development of programs and training for our counselors has improved our client-centered approach and service delivery model. This includes the utilization of evidence based practices such as mindfulness, the stages of change, and motivational interviewing; ensuring that all are culturally relevant and trauma informed. Creating individualized treatment plans that meet each client where they are at on their road to recovery.

During this reporting period, Maehnowesekiyah Wellness Center underwent a full site survey by the State of Wisconsin's Department of Health Services – Division of Quality Assurance. The site survey covered all outpatient services and held the program accountable to the following standards:

Community Substance Abuse Service Standards

1. Wisconsin's Admin Code under DHS Chapter 75 – Established for community substance abuse prevention and treatment services under Wis. Stat. §§ 51.42 and 51.45.

Wisconsin Statutes

2. Wisconsin Statutes (Chapter 51) - State Alcohol, Drug Abuse, Developmental Disabilities and Mental Health Act
3. Wisconsin Statutes (Chapter 51.45) – Prevention and control of Alcoholism

Wisconsin Administrative Codes

1. Chapter DHS 12 - Caregiver Background Checks
2. Chapter DHS 13 - Reporting and Investigation of Caregiver Misconduct
3. Chapter DHS 36 - Comprehensive Community Services for Persons with Mental Disorders and Substance-use Disorders
4. Chapter DHS 62 - Assessment of Drivers with Alcohol or Controlled Substance Problems
5. Chapter DHS 92 - Confidentiality of Treatment of Records
6. Chapter DHS 94 - Patient Rights and Resolution of Patient Grievance

A summary of findings from the site survey reported that Maehnowesekiyah Wellness Center was found to be in compliance in all areas reviewed/related to the above-mentioned state statutes and administrative codes. No citations were issued, and a two-year biennial certification was granted under Wis. Admin Code chs. DHS 35 Mental Health Outpatient Clinic, DHS 73.13 CSAS Outpatient Treatment, DHS 75.04 CSAS Prevention and DHS 72.12 CSAS Day Treatment.

As of May 2020, Maehnowesekiyah Wellness Center implemented telemedicine outpatient services as a result of the COVID-19 pandemic. This allowed for all outpatient counseling services to continue while the State of Wisconsin was under a Safer at Home Order. As an essential program, Maehnowesekiyah Wellness Center continued to serve the community throughout the COVID-19 pandemic. Although onsite services were limited, client needs were met through telemedicine, socially distanced in-person services, and also through a secure virtual format.

Despite the challenges that COVID-19 imposed on the agency and community services, Maehnowesekiyah Wellness Center was still able to implement groundbreaking work in regard to mental health services. In partnership with the University of Wisconsin Milwaukee, the agency has developed and implemented a doctoral level psychology training and service delivery program. Since June of 2020, a total of seven doctoral psychology students have been placed at Maehnowesekiyah Wellness Center. This partnership contract is expected to continue until September 30, 2021. The overall goals of this partnership include:

- Basic and advanced suicide education across Tribal employment settings.
- Integration of Zero Suicide Model across the Tribal Structure and systems.
- Establish a fluid communications structure among all relevant systems and agencies in identifying, responding to and working to track the epidemiology of all suicide attempts and completions within the Menominee Indian Tribe of Wisconsin.
- Develop basic core structures in Emergency Medical Services, detention, and law enforcement wellness programming.
- The completion of a 10-year retrospective Psychology Forensic Autopsy (case life review) to reconstruct the proximate and distal causes of each individual's death by suicide and ascertain risk factors for suicide in the MITW community.

RESIDENTIAL: Maehnowesekiyah Wellness Center runs a 30 day, co-ed, community based residential program (CBRF) that is licensed by the state of Wisconsin. The program can accommodate up to 16 clients (8male, 8female) and provides a live-in environment that immerses participants in culture and acclimates them to personal responsibility and values. The agency is committed to improving client services and has made a number of enhancements throughout the year.

The residential program is managed by two of the agency's most experienced AODA counselors, Jennifer Wilber, CSAC, ICS, and Natalie Cornelius, CSAS. Together they bring over 16 years of experience and knowledge to the program. Clients engaged in residential services are also supported by our onsite Case Manager. This position allows the agency to assist in career placement, educational goals, housing options, basic life skill growth and development and any other areas identified by a client. The Case Manager is also able to coordinate outside appointments for clients and allow for a seamless integration of care.

Peer Support Specialist are also a vital component to the residential program. Our Peer Support function as a role model to peers; exhibiting competency in personal recovery and use of coping skills. Providing guidance, advocacy, and peer support for clients in or transitioning out of Maehnowesekiyah Wellness Center's outpatient and inpatient programming. This position also performs a wide range of tasks to assist peers in regaining independence within the community, and mastery over their own recovery process.

This has proven to be a great addition to the program, and we have had nothing but positive comments from both clients and counseling staff.

Due to the COVID-19 pandemic and recommendations from health care professionals, Maehnowesekiyah Wellness Center's onsite residential program has been temporarily suspended. As of May 2020, all individuals requiring residential services were assessed and placed in residential facilities outside of the reservation. Not having these services onsite proved to be challenging regarding a fast and seamless transition into services, however our team was successful in supporting clients through this process. Our counselors and peer supports were able to do daily check-ins with clients until they were successfully placed. The program will continue to meet residential client needs in this fashion, until the program is once again open.

As a result of the residential facility being closed, the Menominee Incident Command Team identified the site as an isolation house for individuals who tested positive for COVID-19. The program has since housed numerous individuals who have tested positive and who are unable to safely isolate at home. This decision has proved to be successful and has limited exposure through the tribe.

PREVENTION: Our Prevention Department provides programming and community outreach to youth and residential clients. Some of the services provided include:

- Age specific substance abuse curriculum
- Community presentations/education
- Collaboration on community prevention initiatives
- Provides direct wraparound support services to homeless youth and their families

Our Prevention Team has worked steadily on increasing their presence within the community through events and presentations at local agencies; delivering a training program that focuses on educating youth about substance abuse and its effects on the body. Through pre-testing with youth, the curriculum is then delivered in a way to address the knowledge gaps identified and ensure new/beneficial information is retained. We will continue to adapt the curriculum to emerging trends

Through our prevention programming, we also provide services to our residential clients focused on cultural and healthy lifestyles. The clients have been able to engage more with local elders through weekly Keckiwak meetings to learn Menominee Language and Culture. Clients are also very active in sober and family engaging community events. Our prevention staff also deliver Positive Indian Parenting teachings to all residential clients, which in turn, has enhanced our holistic and trauma informed approach.

Over the last year, our prevention program was greatly impacted by the COVID-19 pandemic. Large community events, such as summer teaching lodge, had to be suspended. Although we sad to see this programming halt, we want to make sure that our community remains safe. As a result, prevention staff have adjusted programming and brought services into the homes of our community. In partnership with the school's meal pick-up program, our prevention staff were able to deliver AODA education to families participating in the program. Each pick-up held information for anywhere between 300-500 families and included topics like:

- Healthy conversation starters regarding substance use
- Healthy family-based activities
- Age appropriate AODA education

BATTERER'S INTERVENTION PROGRAM: Maehnowesekiyah Wellness Center's Batterer's Intervention Program is focused on treating individuals for domestic violence, power and control, and healthy intimate partner dynamics. Services include the following:

- Batterer's Assessments
- 24 week separate male & female groups
- Community education/presentation

The Batterer's Intervention Program operated 3 groups throughout the year; two male groups and 1 female. This year was heavily focused on planning and applying for funding to enhance batterer's

treatment at the agency. Our program facilitator also attended several trainings and meeting that are beneficial to his position and program certification. This continues to be helpful in enhancing the existing program and regaining the Wisconsin Batterer's Association Certification.

Again, COVID-19 proved to be challenging when it came to our domestic violence service delivery. Although in-person services were temporarily suspended, our DV Facilitator was able to adjust programming to a virtual or over the phone format. We are very happy to report that the program has since reopened in-person services, and is running a safe and socially distanced group for all participants.

INTAKE WORKER: A 24 hour/on call intake center remains open to community members and other local agencies for on-the-spot UA and breathalyzer testing, information and referral to treatment programming for the agency, community support and resources. This program is located at the Intake Center (next to the residential house) where trained intake workers can assist with any treatment related needs, and provide a safe and confidential space for families looking for support.

Throughout the program year our intake center has successfully assisted many members of the public in the following ways:

- Afterhours transition into the residential program
- Transportation to medical clearance and detoxification
- Onsite social detoxification
- Provided resource information to the public
- Administered afterhours AODA testing

COMMUNITY OUTREACH: Throughout this year Maehnowesekiyah Wellness Center participated and/or contributed to the following community outreach activities and events:

- Winter Round House – 8 week consecutive sessions held December 2019 – February 2020
- Attended Annual General Council Meeting
- Supported various community groups with supplies and funding/donations
- Participated in Community Trick-or-Treat Event
- Served as an active member on Health & Family Committee
- Active member of the Tribal State Collaboration for Positive Change Workgroup
- Member of Coordinated Community Response Team
- Member of Tribal Justice Strategic Planning Committee
- Planned and Coordinated Tribal Wide AODA Addiction Education
- Provided counseling services at Keshena Primary School and Student Health Center

Menominee Nation News

Devan Erdmann, Director

MISSION STATEMENT

To become the leading provider in disseminating pertinent information that may affect our tribal membership, whether it is environmentally, economically, or socially. In addition, local news coverage of social events that take place with elders and youth in our community are focused on, on a regular basis.

BACKGROUND INFORMATION

Soon after Restoration in 1976, the news department was established with the help of a BIA grant of \$175,000 and was known as Menominee Tribal News. It began as a monthly publication intending to inform tribal members of the many programs that became available through Restoration. Within a couple years, the newspaper became more community oriented whereas reporters would cover community activities in addition to reporting on program updates. The demand for the Menominee Tribal News increased within

and outside the community. In January 1989 it went from a monthly publication to a semi-monthly publication. Twenty-four issues are published a year. This affords us the opportunity to make the news more current to our readers and better serve our community members. In 1997, the newspapers' name was changed to Menominee Nation News. In September of 1997, the department modernized the layout process by way of computer. Prior to this, the newspaper was produced via paste-up. On February 12, 2018, Menominee Nation News rolled out an electronic newsletter. Initially, the e-News contained summaries of articles that were in the print edition and was provided free of charge to all that sign up. Beginning in March of 2020, due to the COVID-19 pandemic, an electronic copy of the full newspaper was included in the e-News and provided free of charge to ensure people had access to important information being shared. MNN e-News is sent out via email on the same schedule as the print edition. We continue to sell the newspaper at various sites in and around the reservation.

It has been the goal of the Menominee Nation News (M.N.N.) to publish a semi-monthly paper to inform tribal members of any changes and updates within our community. It has also been the goal of the Menominee Nation News to service Tribal Government by assisting in publishing all relevant public information. The reporters at Menominee Nation News are always available for news coverage at request for community related events. If for any reason coverage cannot be provided, they follow up with the coordinator of the event, or suggest that they take some pictures and submit information on the event, to provide some coverage in the Menominee Nation News. The department is not informed many times of some of the events or situations that occur.

LOCATION

The Menominee Nation News office is located on the first floor of the Gordon Dickie (Family Investment Center) Building in Keshena.

STAFFING

The Menominee Nation News operates with a staff of four (4): One (1) Director/Editor, one (1) Administrative/Design Assistant, and two (2) Reporters.

SERVICES

We offer a variety of services to our readers.

- **Local News Coverage:** The reporters attend events, conduct interviews, take photos and compile information for articles. To request coverage or submit story ideas, please call (715) 799-5167 or email derdmann@mitw.org.

- **Advertising:** We offer display ads, thank you ads, happy ads, memorials, wedding/birth announcements, special holiday wishes. Individual submissions must be paid for in advance. For more information, please call (715) 799-5167 or email derdmann@mitw.org.

- **Subscriptions:** We offer 1st class and 3rd class subscriptions on a quarterly and yearly basis. There is a 1st class requirement for subscribers who are incarcerated in a correctional facility. This ensures that inmates receive their subscription.

The subscription rates are as follows:

<u>1st class</u>	<u>3rd Class</u>
3 months: \$16.00	3 months: \$13.00
6 months: \$25.00	6 months: \$20.00
9 months: \$34.00	9 months: \$27.00
12 months: \$42.00	12 months: \$32.00

The option to mail a single paper is also available for \$3.00/paper. If interested in subscribing to the Menominee Nation News, send your name and address, along with your payment, to Menominee Nation News, P.O. Box 910, Keshena, WI 54135 or stop by our office located in the Gordon Dickie Building. Credit/debit card payments are also accepted by calling (715) 799-5167 or online at www.menominee-nsn.gov and clicking on the pay online button at the top of the page.

Subscriptions begin at the beginning of the month.

Sign up for the e-News by texting the word “MENOMINEE” to 22828

• **Non-Subscription Sales:** As of October 2020, we have a total of sixteen (16) distribution sites where the newspaper can be purchased. This includes seven (7) sites in Keshena, one (1) site in Neopit/Middle Village, one (1) site in Gresham, one (1) site in Bowler, and six (6) sites in Shawano. The cost for a paper is \$1.00, and each distribution site gets \$0.10 for each copy sold. Complimentary copies of the newspaper are provided for our elders at the meal sites in Neopit and Keshena and for the residents of the CBRF in Middle Village. The complimentary copies are to stay on site, so all can enjoy reading the paper.

• **Other:** We also offer customers the opportunity to purchase digital files of the photos published in the paper, taken by Menominee Nation News. The cost is \$1.00 each. We offer our customers the option of paying an extra \$0.50 if they prefer to have their personal photos (happy ads, memorials, etc.) used for publication mailed back to them. We also receive money for NSF checks that are returned.

ANNUAL BUDGET

The Menominee Nation News is 100% tribally funded. Under Menominee Tribal Ordinance #19-18 the department was awarded \$315,271 for fiscal year 2020 operations. The department received BIA Continuity of Operations funding in the amount of \$123,299.89 to be used for MNN staff salary and fringe benefits starting April 12, 2020 for our assistance in communication outreach for the Tribal COVID-19 response. The department was also appropriated salary and fringe dollars in the amount of \$4,446 from tribally received funds from various CARES Act sources based upon the staff who were part of the tribal response to the COVID-19 pandemic. There was an ordinance amendment to reduce the MNN Tribal Budget by these amounts.

REVENUE

The three (3) main areas where revenue is generated include subscriptions, sales, and advertising. We also have one (1) miscellaneous or other line item where we generate a much smaller amount of revenue via NSF checks, postage and photos. The annual income goal for FY 2020 was set at \$39,663. The total amount generated was \$36,552.81, coming in short by \$3,110.19. This is the first time in over 10 years, the department did not meet the projection. *Please note: The department does not keep the generated revenue. It is deposited in the Tribe's general fund.*

OTHER

On Thursday, March 12, 2020 the Menominee Indian Tribe declared a State of Emergency in the midst of the COVID-19 pandemic, and approved immediate precautionary measures to be taken by the community and tribal employees.

An Incident Command Team was created to include Ben Warrington-Incident Commander, Dr. Amy Slagle-Public Health Officer, Vaughn Bowles-Public Information Officer. Members of the Menominee Tribal Legislature are involved as well and additional personnel being added as necessary. Menominee Nation News was used to write and disseminate information. Information was released as available and necessary as it related to the Menominee reservation and county.

Due to the pandemic and safety measures put in place, MNN staff began working from home on March 25, 2020. Print editions of the newspaper were suspended in April and May, although we began offering the full newspaper as a free pdf download via the e-News for all to stay informed during the pandemic. The department continued to assist the COVID-19 Incident Command Team with communication outreach via our e-News, Facebook and the digital version of the newspaper. Print editions resumed in June 2020 and we continue to make a digital version of the newspaper available via the e-Newsletter.

On August 25, 2020 the Menominee Nation News staff were presented with a Northeast Wisconsin Service Award by United States Congressman Mike Gallagher. The award recognizes individuals and organizations who have gone above and beyond in their fields to serve their community. We were recognized specifically for our work in keeping the Menominee Nation informed during the pandemic.

As we move into FY2021, Menominee Nation News hopes to begin transitioning from a newspaper to more of a Government Communication function as described in the Menominee Action Plan Strategic Pillar #1: Engagement and Communication. Among the goals for this pillar is to develop a communication strategy and be consistent and reliable in reporting information to the public. To assist with meeting these goals, the first action is to establish a Tribal Communications Function or department to improve the delivery of information to Tribal/community members using new, creative and existing methods.

Operation of Tribal Government

Joan Delabreau, Tribal Chairwoman

OPERATION OF TRIBAL GOVERNMENT ACCOMPLISHMENTS

This past year marked opportunities, accomplishments and challenges for the Menominee Tribe and the operation of our Tribal Government. During the Legislative Year 2020, Menominee Tribal Legislature addressed a wide range of issues that directly affected the lives of our Menominee Tribal members especially those affected by COVID-19 Pandemic. Our focus was on adjusting and adapting the resources-our people, funds, programs-to continue meeting the needs of our Tribe and tribal members on and off reservation.

Tribe's Significant Events, Activities, and Actions

Declaring State of Emergency: On March 12, 2020, Menominee Nation declared a state of emergency to combat the spread of COVID-19. CDC and World Health Organization declared that the United States and the American Citizens would be heavily impacted should States and Local Governments not treat the COVID-19 Virus as immediate danger, emergency management authorities recommended issuing this declaration. Menominee Nation's disaster emergency order allowed Menominee Tribe resources to be available for response activities, and called for the Menominee Tribe Emergency Management to activate the Tribe's Emergency Operations Plan. Menominee Nation's emergency declaration allowed the tribe to call upon local, state, and federal assistance.

Responsible and Responsive Fiscal Action Planning: MTL focused on a responsible and responsive fiscal plan, one in which to tackle our economic challenges and financial hardship we faced. Our Tribe faced fiscal challenges this year. The partial government shutdown that impacted federal departments that provided services to our Tribe from COVID-19. Our Menominee Casino struggled with revenue projection shortfalls, and our Tribal Government, which depends heavily on revenues from our gaming operations. Through legislative actions and cost containment measures, the Tribe adjusted budgets to bring spending in line with projected revenues that were heavily impacted by the Shutdown.

In regards to revenue shortfalls from our Tribal businesses, primarily the Menominee Casino, MTL looked for departments and programs to identify potential areas of opportunity for government efficiencies and to reevaluate their scope, responsibilities, expenditures, and revenues to ensure program aligned with core services and revenue. From these recommendations, MTL considered several initiatives that affected departments and the Tribe as whole, to bring forth a responsible and responsive fiscal plan. These initiatives were carried out this past fiscal year and some carried into the new fiscal year. These focused on cost containment measures, restructuring programs and administrative processes within government, conducting layoffs-to increase cost savings, improve effectiveness, and achieve better alignment between programs and department services.

Reframing the Tribal Police Department: Over the years, Menominee Tribal Legislature has been working on improving our Menominee Tribal Police Department and fostering community trust in our Tribal Police, through legislative action and Law Enforcement Code recommended changes. MTL presented amendments to Chapter 132 Law Enforcement to include appointing a Police Commission to oversee the Police Chief and the Department. The primary focus was to separate the supervision from the Tribal Legislature and move to the Police Commission; this will address the complaints, use of force, hiring and disciplinary actions under the Chief of Police.

Kenosha Gaming Update: Wisconsin elected a new Governor Tony Evers, which leads the Tribe to believe that the Kenosha Project is still viable. Kenosha may be viable for the following reasons:

- The conditions that led to the 2013 approval of the Project by the Bureau of Indian Affairs remain in place, and there is no reason to believe that a renewed application would not be approved;
- The Menominee Tribe's Project always enjoyed tremendous local support of the Kenosha Community;
- The Menominee Indian Tribe of Wisconsin's Gaming Compact continues to contain provisions contemplating a Menominee Casino in Kenosha;
- Seminole Hard Rock remains committed to act as the developer and manager of the facility.

In order to move forward again with Kenosha a new application for land into trust will need to be filed with the Department of the Interior. Seminole Hard Rock is committed to cover the expenses associated with such an application. No final decision has been made by the Tribal Legislature to file a new application, but it is in the Tribe's best interest to do so as soon as possible. We will continue to move all opportunities forward and updates will be provided to MTL through the Chairman, Legal and members of the gaming team.

Tribal Membership COVID Assistance Payment: Tribal Legislature authorized a \$400.00 tribal distribution payment to tribal members in June 2020, which were funded out of the CARES ACT funds. The decision was to distribute some portion of CARES Act to tribal members to help our tribal members meet some immediate needs. A Second payment was approved in December 2020 to send out another General Assistance to tribal members with a General Assistance form being returned back to the tribe.

Menominee Tribe's Litigation: Menominee Tribe has taken on major issues impacting our tribal sovereignty. Some include the following:

- Legend Lake Property Owners Association: The Tribe and Guy Keshena (in his capacity as the straw person designated by the Tribe to transfer lands into trust on behalf of the Tribe) were served a complaint in the above referenced matter on November 6, 2018. The Complaint seeks a declaratory judgment in Menominee County Court that certain Legend Lake Property Owner's Association (LLPOA) land covenants are in full force and a ruling that any transfers in violation of the covenants are of no effect. (The Covenants among other things purport to prohibit the transfer of any lands within the Legend Lake subdivision to the United States in trust for the Tribe without LLPOA permission). This case is still pending in Circuit Court.

Menominee Tribal Legislature adopted 42 resolutions, addressed 36 ordinances, presented 3 proclamations, hired 2 positions (Assistant Prosecutor and Supreme Court Justice), and conducted over 80 legislative actions in fiscal year 2020.

MTL held 25 regular meetings, 37 special meetings, 59 committee meetings, 9 Task Force Meetings, and 1 General Council. MTL organized 4 special Task Forces: Environmental Task Force to address the opposition to the Back Forty Mine, Constitutional Task Force to address constitutional amendments, Chapter 306 Drug Taskforce, MTL/MTE to address the financial impact and business improvement.

MTL held 5 Joint Meetings with Tribal Entities, including with Menominee Tribal Enterprises (MTE), Menominee County, Menominee Indian Gaming Authority (MIGA), College of Menominee Nation (CMN), Menominee Conservation Commission, and Menominee Indian School District. MTL hosted 15 community meetings, which included quarterly community meetings in Neopit, Zoar, South Branch, and Middle Village. These meetings provided opportunity for Menominee Tribal Legislature to share information to tribal members and entities and to hear their concerns, opinions, questions, and solutions. Tribal leaders use these meetings for community building and to shape legislative work and action.

Menominee Tribal Legislature and Chairman's Office has been engaged in over 150 activities, events, meetings, presentations, and consultations throughout this fiscal year. Tribal Leaders participated in 30 tribal consultations with all levels of governments, including providing testimony before the U.S. House of Representatives Committee on Appropriations, meeting with Wisconsin Gov.

Members of Menominee Tribal Legislature participated in local, regional, state, and national organizations in support of the Menominee Tribe. Attendance at conferences, meetings, and events provides training, education, and resources that help our tribe. Participation provides opportunities to advocate on issues affecting the tribe.

Chairman's Office support staff provided significant administrative support to meetings, activities, and events led by the governing body of the Tribe. The Chairman's office is the official keeper of Tribal Government records and staff maintain all tribal legislative records and their dissemination to relevant and interested parties.

OPERATION OF TRIBAL GOVERNMENT BUDGET

The Tribal Government operates annually to fund our tribal programs and departments. The Tribal Government receives funds through three major sources: (1) Tribal Revenues generated through a variety of sources, with the Menominee Casino being the largest revenue source for the Operation of Tribal Government and third party revenue generated by our Menominee Tribal Clinic programs; (2) funds from contracts and grants awarded by federal, state, private, and other entities, and (3) funds assessed by the Tribes (indirect cost assessment, administrative overhead, and the like) for administering compacts, contracts, grants, and other funds that operate the Tribal Government. The operating budget for the Tribal Government is made up of these three major funding sources as approved by the Tribal Legislature.

Oskeh-Waepeqtah (DV Shelter)

Michelle Frechette, Director

Report not submitted

Probation/Parole

Diana Taubel, Director

Description:

Pursuant to Menominee Tribal Code *Chapter 132 Law Enforcement, Article VI Probation and Parole*, our duties and guidelines are outlined in the ordinance. The department is headed by Probation/Parole Director Diana Taubel. The department has an Assistant Probation/Parole Officer, Rebecca McCann. PO McCann supervises all criminal and domestic violence clients who are 30 years or younger and Director Taubel supervises all criminal and domestic violence clients who are 31 and older as well as all Sexual Assault offenders. The director attended various community committees and meetings this fiscal year such as Community Engagement Workgroup, Community Coordinated Response Team, Chairman Oversight Committee and the Enforcement and Resource Protection Committee. The Probation Director also provides support, on-going referrals, participates in case consultations and completes reporting and budgeting for the Treatment Alternative and Diversion (Kākāēcec Diversion Program) grant. The department has one Administrative Assistant whose main objective is to gather and provide information for monthly, annual and BIA reports, order and track all office supplies and equipment, maintain supplies, greet and assist clients as well as data entry and scanning of cases into the Justware database.

Kākāēcec Diversion Program:

The department was again awarded the Department of Justice Treatment Alternative and Diversion grant this year. The Kākāēcec (Empowering Oneself) Diversion Program consists of a Diversion Coordinator as well as a team of members from Maehnowesekiyah Wellness Center, Tribal Court, Law Enforcement, Menominee Detention Facility, Tribal Administration, the Probation Director and Prosecutor. The program is geared toward those 17 years and older who commit non-violent crimes in which alcohol and/or drugs were a contributing factor. Participants who agree to enter the program will complete a risk

assessment to determine their individualized service plan. Each plan will include priority goals related to participant's choice of life goals, program goals and goals related to substance abuse assessment and court obligations such as restitution, community service, etc. The individualized service plans will also determine which resources are needed in order to achieve established personal and program goals such as education and training services, cultural activities, youth services, mental health services, housing assistance, etc. Successful completion will result in the dismissal of charges. Referrals are made, assessments completed and clients are accepted or denied into the program. The program offers Moral Reconciliation Therapy (MRT) classes to clients. To meet the needs of clients, this class is now being offered two times a week and clients are required to attend both sessions. Clients are also required to report either in person or via phone depending on their level of supervision. The program was met with a large amount of referrals throughout the fiscal year and was able to surpass the initial number of referrals of 20 that was set for the year. Through September 2020, the amount of referrals was 21 total referrals. The program also had a goal of 10 enrolled clients for the year which was also met. This fiscal year, the program completed the goals that were set forth by the grant. Through this fiscal year there were a total of 4 clients who graduated the program with another two only a few steps away from completion. This is a great accomplishment for those clients and the program. The Coordinator attended the Winter Round House to promote the program within the community.

Probation Services:

The department supervises all Menominee Tribal members, Menominee descendants, federally recognized and unrecognized tribes. The department's monthly caseload averaged 32 active Probation/Parole clients with an overall total of 197 clients. Due to some client's having multiple cases, the overall cases for the year was 255. Staff meet with their active caseload twice a month to monitor their progress in completion of each court ordered condition. If client is under strict supervision, due to violations or need, they report to their assigned probation officer on a weekly basis. Clients are referred to local and surrounding programs and agencies for counseling services such as AODA, Domestic Violence, Parenting and Anger Management. Additional referrals can be made for Mental Health Services, education, Drivers Education, employment, etc. depending on individual client needs.

COVID-19 Pandemic:

Due to COVID-19 pandemic, the office was either closed or staff worked remotely from home for several months. This put a burden on client supervision as we were not able to meet with clients in person so we had to contact with them through phone, mail or email. Area counseling agencies also suspended in person groups/sessions which also put a burden on client supervision. Staff appeared in person for scheduled court appearances.

Other Training:

Staff attended the Tribe's Forum Discussing Overdose and Opiate Use Disorder and the Director also participated in the Introduction to Neurobiology of Addiction webinar.

Unmet Needs:

The department is in need of a Domestic Violence/Sexual Assault Probation Officer as the position was funded through a grant which ended in 2015. That Domestic Violence case load has been divided between the Director and the Assistant Probation Officer.

The department has four employees and need additional office space. Tribal Court has generously allowed us to use one of their vacant offices but if they become fully staffed, we would lose that office.

With overcrowding in the Menominee Tribal Detention Facility, current COVID-19 issues and the steady amount of revocations we would be better able to assist those clients with health issues by purchasing a GPS monitoring system. With the purchase of a GPS monitoring system, we could allow home incarceration and be able to monitor clients by way of the GPS system.

Strategic Planning:

We continue to offer our clientele a stipulation to revocation if they have been arrested and found to be in violation of probation rules and are facing revocation. Although the code states steps should be considered in every case as possible alternatives to revocation, it is not mandatory and is offered on a

case-by-case basis. The Alternative to Revocation/Treatment Agreement (ATR) was created as an alternative by allowing the client to sign the ATR, agreeing to certain conditions of probation, such as deadlines to pay fines, complete community ATR hours (similar to community service), complete AODA counseling, etc. It is the department's hope that the extra conditions will benefit the clients' needs. This year, 20 ATRs were signed.

The department continues to request budget monies for the cost of witnessed urinalysis testing at the Menominee Tribal Clinic and/or Maehnowesekiyah Wellness Center. If client tests positive, more intensive counseling is required.

Other:

The department continues to utilize the department vehicle which has been used for employee training opportunities, meetings and transport of clients to inpatient facilities and treatment appointments. Due to the fact the department doesn't utilize the vehicle on a daily basis, Menominee Detention Facility began utilizing the vehicle for transports and shares the cost.

Statistical Information	P&P Dept. #'s	Statistical Information	P&P Dept. #'s
Total Cases at Year End	255	Arrested Clients for the Year	55
Total Clients at Year End	197	ATR's given for the year	20
Clients with Multiple Orders	40	Released & Revoked Clients at years End	81
Active Clients at Year End	21	Statement of Facts for the Year	43
Absconders at Year End	133	Clients With Tolled Time	01
Clients Incarcerated at Years End	27	Kākāēcec Referrals	21
Wanted Clients at Years End	19	Kākāēcec Assessments Completed	13
Kākāēcec Accepted Clients	10	Kākāēcec Active Clients	07

Prosecutor's Office

Scott Wilson, Prosecutor

Purpose

The Office of the Tribal Prosecutor promotes the sovereignty of the Menominee Indian Tribe by prosecuting violations of the Menominee Tribal law and working cooperatively with other criminal justice agencies and jurisdictions in order to protect the Menominee Indian Tribe and its members and the community.

Duties and Responsibilities

The primary objective of the Prosecutor's Office is to provide prosecutorial services in a fair, just and effective manner to the residents of the Menominee Indian Reservation, through the prosecution of both civil and criminal violations of Menominee Tribal law, which includes:

- Processing adult and juvenile criminal and civil matters through the Tribal court system;
- Complying with due process and equal protection requirements set forth in the ICRA of 1968 (25 USC secs.1301-1302);
- Representing the best interests of the Tribe in matters before the lower courts and through the Supreme Court appeals process;
- Attending necessary trainings; and
- Assisting Menominee Tribal Police Department with training and consultation.

Staffing

The current staff includes the Tribal Prosecutor, Assistant Tribal Prosecutor, Domestic Violence Prosecutor and two Legal Secretaries.

Accomplishments

The Prosecutor's Office continues to take into account the principles of trauma informed. This past fiscal year, the Prosecutor's Office continued referrals to the KĀKĀĒCEC treatment diversion program for non-violent drug offenders who struggle with addiction. This has resulted in dozens of referrals to the program for individuals who would otherwise be facing jail and a criminal record.

Statistical Data

Top 20 Charges Added

182	290-12 ~ Disorderly Conduct
128	550-1 346.63(1)A ~ OWI
119	120 Att. 11.73 ~ Disobedience to Lawful Orders of Court
113	290-35 ~ Resisting or Obstructing Officers
103	290-2(a) ~ Battery
92	550-1 343.44(1)A ~ Oper While Suspended
81	550-1 343.44(1)B ~ Oper while Revoked
81	550-1 346.63(1)B ~ PAC
75	550-1 343.05(3)A ~ Oper wo Valid DL
68	306-18 ~ Drugs and Drug Paraphernalia - Possession of a Controlled Substance or Controlled Substance Analog
48	120 Att. 11.51 ~ Malicious Mischief
46	290-74 ~ Theft
43	250-2 125.07(4)(b) ~ Alcohol Beverage Control-125.07(4)(b)-Underage Drinking
39	550-1 346.57(5) ~ Speed Restrictions - Zone and Posted Limits
37	550-1 341.04(1) ~ Non Registration
30	306-23 ~ Drugs and Drug Paraphernalia - Possession of Drug Paraphernalia
30	550-1 346.63(1)A ~ OWI-Criminal
27	550-1 344.62(1) ~ Motor Vehicle Liability Insurance Required
24	550-1 346.62(2) ~ Reckless Driving
23	290-1 ~ Assault

Public Defender Office

Melissa Besaw, Office Manager

The Menominee Public Defender's (MPD) Office provides legal representation to indigent defendants charged in the Menominee Tribal Court system. The MPD regularly makes jail visits, weekly court hours, and appointments in office to meet with clients. The shutdown has greatly minimized the amount of contact the MPD Office normally has with those interested in representation, and has also impacted the ability of the office to actively seek potential clients. Those needing to speak with the Office do so now through phone, but if needed clients may wait outside the Office and be brought out/hand in any needed paperwork. The Public Defender is still present in court, but with limited staff there is much strain on our ability to reach out.

Luckily, MPD had resources available to adapt and is still able to function regularly. Technology has bridged communication gaps, keeping both the department and employees safe amid the pandemic. With only two (2) department employees, the office may easily be divided by time/use when needed to complete essential office activities. The MPD's biggest success so far has been securing a conflict attorney- many of the applications carried forward from the period with no defender did not have representation available. This delay led to the creation of a conflict list. We were able to represent seven (7) more cases immediately upon hire, and the odds of providing representation to applicants is now significantly increased. Another personal success of the year was to secure permanent staffing for the

Public Defender and Office Manager positions. From early spring 2020 until late summer 2020, the Office had no permanent staff positions secured.

The MPD is aware that many of the behaviors leading to the variety of criminal charges we represent stem from a long history of intergenerational and historical trauma. The Office has open discussions on the implications of this trauma and where our duty to the community lies. As a personal mission of the department, our intent is to keep the framework of our services informed and connected to our prospective clients.

In response to the trauma that the Tribal community endures, MPD has made efforts to ensure that we are doing the most to aid those seeking help by meeting clients halfway. The Office understands that access to the materials and experience that the situation frequently calls for may not be something that clients have access to. Whenever possible, the MPD will help to bridge gaps through the process with those who are willing and ready to take action. Withholding assumptions that clients can buy or provide the Office needed case materials (Materials containing case information that must first be purchased), judgement on anything related to schooling level or intelligence, and working through transportation or communication barriers are all elements of the MPD's efforts to respond to trauma.

Especially in our department, those charged have a higher chance of having had trauma in their lives. The MPD Office recognizes that trauma can lead to violence, drug abuse, and sexual abuse. Our MPD Office participated in a virtual four week training on the Tribal Law and Order Act in October 2020. This training helped to identify challenges in our Tribal justice code, victim advocacy, reintegration systems and incarceration challenges. A work group will be designed to address and review the Tribe's shortcoming in this field. In order to make access to the department better for Tribal members, the MPD Office meets with defendants at the Tribal jail at least three (3) times a week. Our offices set appointments with individuals in custody and assist them in determining their eligibility for services. Our offices are present in court every Tuesday, during intake, in order to assist defendants in securing possible representation.

At this point the offices were able to secure the services, if needed, of a private investigator who could assist the Public Defender office or assigned counsel. This private investigator has accepted the Public Defender Office's reimbursement rate of \$25.00/hour rate. Notwithstanding the limits of COVID-19, the Public Defender's Office continued in their efforts of securing conflict attorneys. After sending requests to over seventy (70) attorneys in Shawano, Brown, Langlade, Marathon and Menominee counties our offices were able to find only two attorneys willing to take cases should a conflict arise. Since the new staff came together in August, the COVID-19 pandemic has significantly reduced our opportunities to partake in community engagement efforts. However, preliminary discussion with the Tribal Prosecutor's Office have been made to partner in outreach efforts to our Tribal schools and Community Centers to better explain the criminal justice system and Tribal members' civil rights.

The MPD Office has compiled a list of goals based upon the Tribal Strategic Plan:

- Possibly create a link, with assistance from IT, to the Tribe's website where individuals could find us and directly request appointments for services virtually.
- Secure funding and a credit card to pay for collect calls from Tribal members housed in institutions.
- Assist the Court System in a review and re-write of the Tribe's criminal code to address shortcomings (i.e., penalties, protections) and modernize its language to the 21st Century.
- Assist the Court System with the review, publication and dissemination of the Criminal Code, Rules for Discovery.

These are goals that the office looks to achieve after our adjustment period is over. After immediate concerns and duties have been addressed within MPD, we will have a stronger ability to further branch out and improve our service.

In the period of time that the MPD office had no conflict attorney, there was a small number of clients seeking representation that had to go without. One barrier bettered only with time was the amount of causes that our Public Defender was able to handle. Being a past prosecutor with the Menominee Tribe, the number of conflict cases the Office was taking in grew immensely. Some of these cases closed without resolution or representation, but luckily the majority of those placed on the “conflict list” were able to receive representation.

MPD had a challenging transition period, since the Public Defender previously served as Assistant Tribal prosecutor. We were provided near fifty (50) client applications from previous staff, when the Public Defender was not staffed with an attorney or office administrator. About twenty (20) of them were closed for inactivity or resolution, seventeen (17) cases were assigned to Wisconsin Judicare (three (3) of which have since closed), nine (9) found in need of a conflict attorney, and seven (7) with bench warrants or incomplete applications.

From the applications taken since August, 8th, 2020, Ten (10) were accepted by Wisconsin Judicare, Seven (7) were represented by the Public Defender. Three (3) of the old applications closed, and ten (10) were found to be in need of a conflict attorney. The MPD are in the process of filing to represent four (4) more clients, so as to the writing of this report fourteen (14) people are currently represented between MPD and Wisconsin Judicare within the months of late August/September. So far, we have only denied two (2) clients service due to income guidelines ineligibility. The level of clients losing out on representation due to staff shortages has dropped significantly in the past few months with the department fully intending to further improve acceptance rates in the coming year.

Transit Services

Gary Pyawasay, Director

Menominee Department of Transit Services (MDOTS) provides direct transportation services for Menominee Regional Public Transit along with the following established partnerships:

- Tribal Clinic
- Early Childhood Services-Head Start
- Tribal School
- Aging & Long Term Care
- Community Resource Center
- Housing-Eagles Nest
- Menominee County
- Menominee Indian School District
- Care Wisconsin
- Inclusa
- IRIS
- Lakeland Care District
- Langlade County
- Shawano County Department of Social Services
- City of Shawano Taxi Service (City Cab)

In addition to the above direct transportation services, MDOTS also assists other MITW Departments and community agencies with transportation needs, vehicle maintenance/repair and snow plowing/salting services.

Department of Transit Services Mission Statement:

To provide safe, efficient and reliable transportation services to our customers so that they can access opportunities for employment, health care, recreation, education and public services in a professional environment while sustaining the mission, vision and value of the Menominee People.

Transportation Services and COVID-19 Effect

The Menominee Department of Transit Services provided 137,290 passenger trips during Fiscal Year 2020 logging 58,360 service hours and traveling 1,128,362 miles. This is a 99,682 or 34% decrease in the number of passenger trips compared to Fiscal Year 2019. This decrease is directly tied to the COVID-19 Pandemic along with the end of MDOTS' partnership with the Lac du Flambeau Tribe. The COVID-19 Pandemic caused a reduction in route offerings that are still in effect where all fixed and fixed/flex routes to areas outside the Reservation and City of Shawano have been temporarily halted. This is in addition to three separate occasions in FY20 where all fixed and fixed/flex routes were halted and only demand response routes were offered for the Reservation and to/from the City of Shawano. At no time were medical and ADA routes affected as they continued operating throughout the entire service area.

Other COVID-19 related actions include:

- **Re-Open Plan:** MDOTS worked with RW Management on the development of the MDOTS Re-Opening Plan in FY20. The plan contains information on mask usage for riders and driver, educating riders, educating employees, steps for MDOTS to take in the areas of maintaining physical distancing seating, personal hygiene/hand washing, cleaning of vehicles and plans to address instances of high driver absences.
- **Vehicle Precautions:** Mechanics installed a Plexiglas barrier around the driver seat in each of the MDOTS shuttle type buses. Physical distancing seating is in place in all buses where riders from different households are restricted to every row with alternating seats (no rider seated directly behind another rider) and when riding in a van, passengers are not allowed to ride in the front seat. Also on all school buses, seat dividers have been installed for the MTS, Head Start and Shawano School Tripper services which allow for rider capacity to double while maintaining physical distance seating.
- **Vehicle Sanitation:** Drivers are cleaning and disinfecting commonly touched surfaces in the vehicle at the end of each shift and between transporting passengers who are visibly sick. In addition, Housekeeping staff is cleaning vehicles on a rotating basis using a UV Sanitizer along with using a disinfecting chemical on high touch surfaces of hand rail, steering wheel and cockpit area.
- **Transporting COVID Positive Passenger Procedure:** MDOTS worked with Incident Command on the development of a procedure to transport a passenger who is known to be positive for the COVID-19 virus. This involves the use of personal protective equipment for the driver and passenger, social distance seating in the vehicle and sanitation of the vehicle before it is used again.
- **Meal Deliveries:** In addition to the regular elder meal deliveries, Transit staff and vehicles were/are used to coordinate routes and deliver meals to Head Start children and other identified families on the Reservation. Also, a MDOTS Driver was placed with the Food Distribution program in April to assist with the delivery of client food orders as the program had temporarily discontinued food order pick-ups.
- **Facility Assessment:** The Tribe's Incident Command Team performed a facility assessment that identified facility items in place and facility items needed to limit spread of COVID-19. MDOTS had many measures already in place such as visitor log, receptionist glass separator, facility and vehicle housekeepers, and auto light switches, touchless soap dispensers and faucets. Items identified as needed in the assessment include thermometers, signage (proper hygiene, social distancing rules etc.) and Plexiglas for installation in office areas, signage and auto hand sanitizer dispensers at more facility locations. All of these items have been completed.
- **Garage Bay Use for Drive Up Tests:** MDOTS staff worked with the Incident Command Team and National Guard to plan the drive up COVID-19 Testing event that took place in the MDOTS Garage Bay on May 15th-19th. Plans are also in place for the Clinic to use the Garage Bay for its COVID-19 testing and Influenza shots in the fall of 2020.
- **Tribal School and Head Start Bus Purchases:** The MTL approved the purchase of three additional buses for Tribal School and Head Start services using the Roads to Recovery program funds. MDOTS worked to secure two new buses and one used bus through Mid-State Truck Service.

In addition, the Department's dispatch centers fielded 111,063 calls across all services areas.

Ridership History					
	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020
Passenger Trips	191,196	194,531	204,472	236,972	137,290
Service Hours	77,921	76,585	75,942	81,300	58,360
Miles	1,762,112	1,707,798	1,681,077	1,711,465	1,128,362

Agency Breakdown – FY 2020					
	MITW	Langlade Co.	Shawano Co.	LDF (Oct-Dec)	City Cab
Passenger Trips	65,718	27,404	9,611	8,849	25,708
Service Hours	33,631	7,972	3,595	2,626	10,536
Miles	748,031	125,431	96,820	46,066	112,014

Phone Calls Handled – FY 2020				
MITW	Langlade Co.	LDF (Oct-Dec)	City Cab	
55,902	18,210	9,335	27,616	

Vehicle Maintenance

MDOTS employs seven full time mechanics who are Automotive Service Excellence (ASE) certified in numerous areas from automotive maintenance to medium truck and bus repair. The department offers a variety of services including towing and road side assistance available to all MITW and community departments. Mechanics are able to work on anything from lawn mowers and small engine repair to motor replacements and transmission repair all the way to semi and front end loader repair. A recent hire has a background in body work and paint which allowed MDOTS to add that to the list of things available through the vehicle maintenance service area. Staff are also able to arrange warranty work for vehicles under the factory warranty and MDOTS is an authorized service center for General Services Administration (GSA) vehicles. Vehicle maintenance hours are from 5:00 AM until 10:30 PM on Monday thru Friday and weekend on-call services are available as needed. Staff currently maintains the MDOTS fleet of 82 vehicles (36 transit buses, 17 school buses, 27 vans, and 2 trucks) as well as services several Tribal and non-Tribal department vehicles such as the Tribal Police, Housing, Maintenance, Tribal Clinic-EMS, Community Development, Community Resources Center, Menominee Indian School District and MTE-Forestry.

FY20 Completed Work Orders	
Agency	Work Orders
General Service Administration	362
Lac du Flambeau	8
Langlade County	81
MDOTS	768
Outside Departments/Entities	286
Shawano City Cab	118
Shawano County Human Services	90
TOTAL	1713

Information Technology

The I.T. area of Transit supports department employees by providing technical assistance, custom programming, and technology solutions to streamline daily activities. Staff also maintains a website, Facebook page, and Twitter account to provide the community with access to information on department services. This year staff completed 201 service calls for the department, both software and technical related, as well as several other projects to enhance our services to the public.

Much of this year focused on cost savings, as budgets remain tight for all areas of the Tribe. Staff worked to combine as many services as possible with the main Tribal Offices I.T. Datacenter. The changes implemented will help Transit save thousands of dollars for the next several years. Additional changes include reducing our staffing levels while still maintaining the same level of support for our internal and external customers.

Major Projects completed in FY2020:

- Datacenter move: All files, applications, and websites moved to tribal offices datacenter.
- Train Tracks: New application created to track all trainings and certificates for employees. This will ensure everyone stays up to date and meets Federal Transit Administration training requirements.
- Auditing added to all applications to comply with audit findings.
- Accounts Receivable Module updates to assist with tracking department receivables.
- Tribal School/Head Start Radio Upgrades: All Tribal School and Head Start vehicles received new radios to fix communication issues.
- TREK: Major updates based on new community complaint policy to ensure quick resolution of customer concerns.

Facility Maintenance

The MDOTS Facility Maintenance/Housekeeping service area has the responsibility of maintaining the Transit Facility and vehicles in a clean and safe manner for all customers. Staffing includes 2 full-time Maintenance staff and 2 full-time Housekeepers. Staff is onsite Monday through Friday from 7:00 AM to 10:30 PM with Maintenance staff on-call for the weekend shift to assist Transit staff and visitors with any issues related to the facility. In addition to the normal maintenance and cleaning of the facility and vehicles, staff provided assistance to other departments as follows:

- Assisted MITW Departments and Menominee Indian High School with plowing and salting of parking lots.
- Assisted Menominee Tribal Clinic with use of garage bay for drive-up COVID-19 and Flu shot testing.

FY2020 Completed Projects

- Updated vehicle sanitation procedures in response to COVID-19 pandemic.
- Set-up Apex fire and safety fire extinguisher training for all employees.
- Geo Thermal heat exchanger replaced for bus garage.
- Air tank, airline and air drop wheel installed in bus garage.
- Airline and drop wheel installed in mechanic shop.
- Soap siphon added to pressure washer installed after heating coil to prevent scale buildup in coil.
- Installed snow cleats and reinstalled snow melt wire for the bus canopy.
- Water carbon filtration added to 1st and 2nd floor water fountains.
- Plexiglas hung from drop ceiling for office settings.
- Plexiglas partitions built for computer training area.

Staffing:

At full staff MDOTS has 126 employees which includes:

- Transportation Operations: (2) Shift Supervisors, (1) Langlade Site Area Supervisor, (19) Full-Time Drivers, (52) Part-Time Drivers, (2) On-Call Drivers and (11) Bus Monitors/Transit Aides

- Dispatch Operations: (1) Mobility Manager/Dispatch Supervisor, (2) Scheduling Assistants, (5) Full-Time Dispatchers, (11) Part-Time Dispatchers, (2) Receptionist/Clerical Assistants and (1) On-Call Dispatcher
- Mechanics: (1) Mechanic Supervisor and (6) Full-Time Mechanics
- IT: (1) Senior Programmer/Systems Analyst and (1) Programmer System Analyst
- Facility Maintenance: (1) Facility Maintenance Supervisor, (1) Full-Time Facility Maintenance Worker and (2) Full-Time Housekeepers
- Administration: (1) Transportation Director, (1) Transportation Coordinator, (1) Transit Finance Manager and (1) Account Technician

Other Notable Items from FY2020

Lac du Flambeau Partnership: MDOTS concluded its six year partnership with the Lac du Flambeau Tribe on September 30, 2019; however both sides agreed to have MDOTS assist with the operation of services during the transition phase that ended on December 31, 2019. During the six year partnership MDOTS worked 57,757 service hours providing 174,224 rides and traveled over 1,007,401 miles taking the Lac du Flambeau community to work school, medical appointments, shopping and recreational opportunities.

Program Audit: In response to a program audit of MDOTS done by Internal Audit, corrective actions were developed in FY20 with the following noteworthy items: Creation of an Accounts Receivable Policy with the assistance of Internal Audit aimed at ensuring invoices are recorded and maintained in the accounts receivable ledger and that funds are collected in an accurate and timely manner. A new hire/transfer checklist was developed to ensure all prospective employees meet driver's license and/or other required certifications before beginning employment. A department Complaint Policy was created and an in-house application revised to track complaints and ensure deadlines are met. The department Information Technology Datacenter was consolidated by moving on-site servers, other equipment and their associated licenses to the Tribe's IT Datacenter located in the Tribal Offices. Standard operating procedure manuals were developed for each service area along with the creation of user's guides for the in-house developed IT applications.

Wisconsin DMV: MDOTS continued its partnership with the State of Wisconsin-Department of Administration where Division of Motor Vehicles (DMV) leases space in the MDOTS Facility to provide services on a two days per week basis (Monday and Wednesday). The three year term is set to expire in FY21 and the plan is to renew the agreement for another three year term.

Items for FY2021:

Vehicle Tracking: MDOTS is looking to install a GPS Fleet Tracking System in all vehicles. A system is currently being piloted in eight vehicles and in addition to the main benefit of vehicle location tracking, we have seen the following other benefits: monitoring of driver performance while behind the wheel (i.e. speeding, heavy acceleration and sudden breaking alerts), driver idling alerts and vehicle diagnostic service notices. There is also a driver rewards program that can be administered through this system. MDOTS Programmers have the ability to link this GPS system to the department's website to show route maps along with a "Where's my bus" option for customers to view live bus locations.

Transportation Advisory Committee: Late in FY2020, MDOTS started the process to re-establish the Menominee Transportation Advisory Committee through the confirmation of individuals to serve as committee members from MITW and Menominee community partners. MDOTS anticipates it will resume quarterly MTAC meetings in FY21 most likely through virtual means given the current COVID-19 pandemic.

Customer Satisfaction Survey: In FY21, MDOTS would like to conduct another customer satisfaction survey of riders and vehicle maintenance customers in an attempt to identify the value of services provided by the department.

Tribal Detention Center

Jerrit O'Kimosh, Jail Administrator

The Menominee Detention Facility is a 54 bed Facility that opened in 1984. The Detention Facility currently employs a staff of nineteen (19) employees. The department staff includes one (1) Administrator, one (1) Compliance Officer, one (1) Training and Resource Officer (CTAS Grant), one (1) Program Coordinator (CTAS Grant), four (4) Corporals, eight (8) Correctional Officers, two (2) Emergency Hire Correctional Officers, and one (1) cook.

Population of the Facility, which was always a concern, seems to be leveling off at a controllable average. We still strive to work with the individuals we serve to lower this number, as it is still not an acceptable number in our eyes. This reduction, I believe, is a direct reflection of not only diversionary programs that are ran through the Criminal Justice System, but also all the work that has been done by all departments in the Criminal Justice System and the constant willingness to find new ways to assist individuals in need. In FY2014, our daily average population was fifty-four (54) inmates, FY 2015 had a daily average of forty (40) inmates, FY2016 had a daily average of twenty-eight (28) inmates, FY2017 had a daily average of thirty-four (34) inmates, FY2018 had a daily average of 44 inmates, FY2019 had a daily average of 49.5 inmates, and FY20 had a daily average of 40.5 inmates.

Recidivism has decreased in FY2020. In FY2020, one hundred eleven (111) individuals made up two-hundred fifty (250) arrests. This indicates that seventeen (17%) percent of individuals arrested made up thirty-eight (38%) percent of our overall arrest numbers. In FY2019, two-hundred six (206) individuals accounted for five-hundred fifty (550) arrests. This indicates that twenty-one (21%) percent of the individuals arrested made up fifty-six (56%) percent of our overall arrest numbers. Overall arrest numbers have also dropped from one-thousand three (1003) in FY2019 to six-hundred fifty-eight (658) for FY2020. These are very positive numbers and through programming and diversion, we will strive to make this trend continue.

Alcohol and Drug use or abuse is also a concern for the community and a driving force in the programming offered in the Menominee Detention Facility. In FY2020, we had six-hundred fifty-eight (658) individuals arrested and brought into the facility. Of those six-hundred fifty-eight (658) individuals, two-hundred sixty-two (262) were under the influence of Alcohol, thirty-five (35) were under the influence of drugs, and nineteen (19) were under the influence of both alcohol and drugs. Three-hundred sixteen (316) individuals were under the influence of a mind-altering substance. That is forty-four point eight (48%) percent of all individuals that entered the facility. We did reduce considerably in total arrests, but the percentage of individuals under the influence is the same as it was in FY2019.

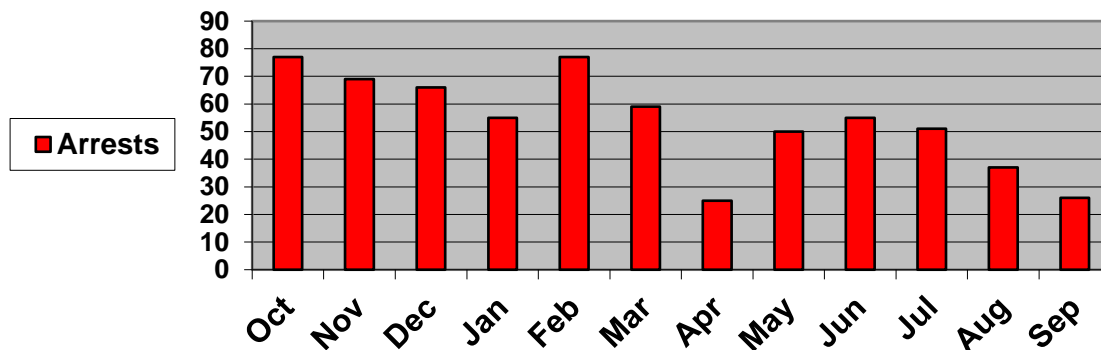
The Menominee Detention Facility, with the assistance and collaboration of many Tribal entities, provides services for the inmates that include GED, Vocational Rehabilitation, Menominee History and Storytelling, Menominee Language, Positive Indian Parenting, Menominee Culture, Batterer's Intervention Program, AODA Education, Moral Recognition Therapy (MRT), and Mental Health Counseling. Most of these services have come to a stop with the Covid-19 pandemic, but Programming Staff continues to assist inmates. The Programming Staff has found ways to continue programming, be it one on one through visitation glass, or small groups outside when weather permits. Covid-19 has definitely made an impact on what we can offer and who we can bring into the facility, but that has not stopped the staff from doing their best to provide necessary services to the individuals we serve. We also provide a strict guideline of rules and regulations for the inmates to teach and reinforce accountability.

The Programming Staff continues to assist individuals after they leave the facility. The staff still has a number of individuals that have left the facility and continue to receive services. I believe this is also one of the contributing factors in the reduction in recidivism. Staff will assist in just about any assistance that an individual needs to continue on a productive path.

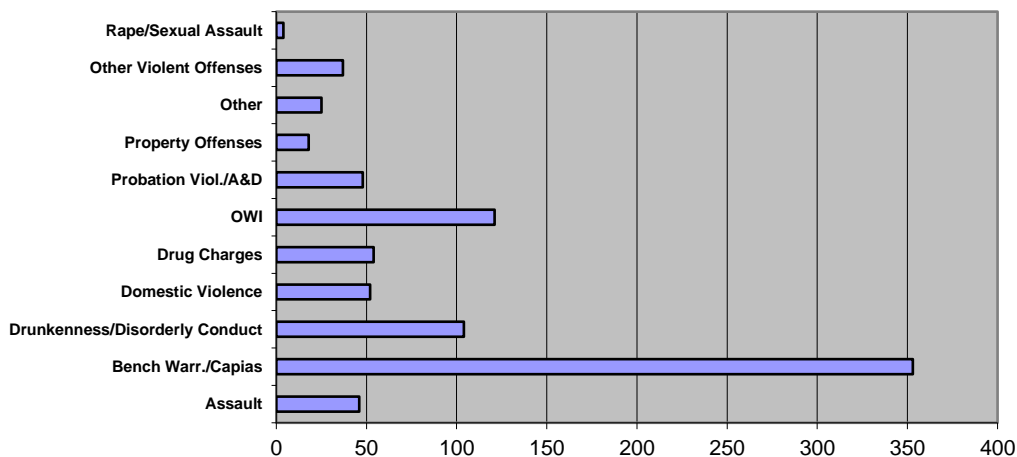
The Menominee Tribal Detention Facility will continuously strive to provide a facility founded in the Menominee Culture that embraces a trauma-informed care approach. Our staff will continue to work to learn new ways to minimize triggers, stabilize offenders, reduce critical incidents, de-escalate situations, and avoid measures that may repeat aspects of past abuse. This approach not only enhances effective behavior management but also creates a safer facility.

The following graph (listed below) illustrates the total number of arrests for each month of fiscal year 2020.

Arrests by Month - FY2020



Arrests by Type - FY 2020



The aforementioned graph (shown above) illustrates the total number of arrests for fiscal year 2020 differentiated by individual crime types. This graph lists all major crime types to the left to help illustrate appropriate differences.

Tribal School

Lori Corn, Principal/Administrator

MTS is a Bureau of Indian Education School Servicing K-8 students. MTS is accredited, through the North Central Association Commission on Accreditation and School Improvement AdvancedEd. Our Vision; Menominee Tribal School guides students and families to nurture lifelong learning, driven by Menominee Language and Culture to embrace their responsibility to themselves, their communities and the Menominee Nation. Our Mission: The Menominee Tribal School is a family and community based K-8 Bureau of Indian Education School. The school integrates academics with Menominee Language and Culture through the teachings of the Seven Grandfathers, to promote academic and behavioral success. The circumstances of the COVID-19 Pandemic has created a national emergency, and has resulted in extraordinary circumstances for schools across the nation. MTS receives guidance from the MTS Board of Education, the Bureau of Indian Education, the Menominee Indian Tribe of Wisconsin and the MITW Incident Command Team. The safety and wellbeing of our students and staff is at the forefront of decision-making. MTS Teachers and staff have been working diligently to deliver the same rigorous curriculum that has always been offered while safely moving forward. MTS is offering a Multi-Step Return to School Plan, called the Awaehsaeh Plan. Step One: Hybrid Model: Servicing one grade level per day in addition to virtual learning. Step Two: Hybrid-A/B Rotation, Hybrid Model: Allows for more students in the building at one time. Step Three: Follow approved academic calendar with nine student to one teacher per classroom. Step 4: 100% Virtual. Pending COVID cases MTS could move in or out of any one of these steps throughout the school year. Teachers use the Google Classroom Platform to deliver the online instruction. MTS provides a parent education component to assist families understand Google Classroom. MTS Social Worker and Trauma Coordinator are assigned to a grade level unit to assist families struggling with COVID related issues. A school food bank takes place every Wednesday. To keep students connected to school we provide virtual all school announcements on Tuesday/Thursday mornings. MITW YDO Department is providing a virtual boys and girls club for Middle School students. This provides a safe and supervised educational hangout for students. MTS is providing one on one, by appointment only in-person support sessions for students and families. Important school messages are communicated using: NASIS Messenger, MTS Facebook Page, MTS School website and email.

Funding- The Bureau of Indian Education (BIE) provides Indian School Equalization Program (ISEP) funding for MTS students who are either enrolled in a federally recognized tribe or have a combination of ¼ blood degree quantum from federally-recognized tribes. BIE has approved the MTS waiver submitted for SY20-21. This waiver ensures MTS will not lose funding due to COVID-19 restrictions or school closures. Other BIE funds include Tribal Grant Support, Part B/IDEA (Special Education), Title IIA Teacher Quality, Title I, Facilities Operation & Maintenance, Tribal Educational Development, Title VII Indian Education, Wisconsin DPI Food Program, tribal funds, and various grant dollars.

Customers and clients – how are you helping tribal members and positively impacting lives?

The MTS secured funding from the Bureau of Indian Education Governors' Education Relief Emergency Funding (GEEF) to support MITW efforts to increase connectivity for schoolchildren and purchase chrome books for the online learning.

Changes in service delivery in order to respond to the effects of trauma in our community?

MTS hired a school social worker in addition to Trauma Coordinator to assist families. MTS uses the ACES Universal Screener, in addition to the Zones of regulation and Trauma Informed Care education to develop a multi-tiered plan of support.

Improvements made during the past year to make access to services easier for Tribal members.

MTS offers a weekly school food bank to families' delivery is available for families with COVID-19 related issues.

New programming you are considering to expand services.

MTS paid for 4K Head start teachers to attend a week long virtual literacy academy in efforts to increase early literacy education. MTS is providing Parent help sessions for virtual learning support.

Participation in Community Engagement efforts aimed at improving community health.

The school social worker and Trauma Coordinator are working in partnership with Tribal Entities to provide positive coping strategies and support to assist families and students adjust to our "New Normal."

How you are using the goal and objectives from the strategic plan to improve service delivery.

MTS continues to work with the Bureau of Education to secure funding to sustain school improvement efforts for our building and grounds, provide free PPE for students and keep student technology devices current.

How you have responded to resolve concerns or complaints received from Tribal members.

MTS follows a complaint policy created by our school improvement team, community stakeholders of parents, grandparents and MTS Board Members to guide toward finding a resolution. The complaint policy is located in the Student-Parent Handbook.

Notable statistic or other data you to share with the general membership. MTS is adapting to the virtual world by introducing students to email as early as 3rd grade. By 4th Grade with support, students are familiar with Gmail. By 5th Grade, students can independently check their own Gmail account. A MTS 3rd Grade student was able to assist an adult to enter a zoom meeting.

Youth Services

Michael Waupoose, Director

DESCRIPTION OF THE DEPARTMENT: The Youth Services Department (YSD) offices are located at the Menominee Recreation Center. The YSD consisted of employees: Administrative Assistant, Youth Recreation Monitor, On-call Youth Recreation Monitor, Adolescent Health Educator, Youth Advocate, Native Connections Coordinator, Youth Prevention Worker, Youth Prevention Coordinator, two J.O.M. Youth Outreach Workers, and Director of Youth Services. Additionally, YSD is also a member of the Netaenowemakenak "All of my Relatives" Coalition. The Youth Services Department strives to help strengthen youth and families by providing support by providing prevention & awareness activities & events. To accomplish this, all departmental & collaborative activities & events are healthy, safe, & AODA free. This allows for youth and parents to engage in activities together that promote a safe and healthy atmosphere so that families can strengthen their relationships with each other as well as themselves.

FY2020 Program Areas

Build Healthy Individuals & Families, Stabilize and Reunify Families, Reduce Instances of Juvenile Delinquency – Increase Youth/Family Knowledge, Continue Collaboration, Partnerships/Sponsorships, Meetings, etc.

FY2020 Strategic Plan Areas

Increase and Improve Culture and Educational Awareness, Form Partnerships with Community Educational Institutions, Promote and Ensure Community and Individual Responsibility

DEPARTMENT HIGHLIGHTS: During fiscal year 2020, the following is a list of some of our largest events and activities provided by YSD: Family Pumpkin Carving contest, Haunted Hayride, Coats for Kids coat drive and Breakfast with Santa. The combined total attendance at these events alone was over 1,000 community members. The Johnson O'Malley Program again provided Coats for Kids drive with donations. The Youth Services Department also continued to provide family movie nights at Zoar & South Branch community center. YSD collaborated with the Menominee Indian School District & the Menominee Tribal School to provide prevention programming throughout the school year. Additionally, YSD also collaborated with fellow MITW Departments, Menominee County, Menominee Tribal School, Menominee Indian School District, Woodland Boys & Girls Club, Menominee Tribal Clinic, Menominee Tribal Police Department and other local agencies on community events. After the COVID-19 Pandemic came to the Menominee Community, the YSD collaborated with fellow MITW-Departments, Menominee Indian School District & Menominee Tribal School to disperse 500 youth and family activity packs nearly every week from the end of March 2020 to September 2020. New to YSD was the participation in the newly passed Menominee Indian Tribe of Wisconsin's Children's Code. The MITW-Children's Code is a family-centered approach that places family as the primary source for understanding the needs and challenges of the child, with the belief that the child is best served in the context of families and that families are best served in the context of their community. Working with families to keep the child in the home or with relative care whenever safe and possible is best practice for child welfare, the family, and the community.

DESCRIPTION OF SERVICES PROVIDED BY THE DEPARTMENT: The Youth Services Department also provides the following programs (below are brief descriptions of each program): **Youth Alliance** Group is comprised of middle school & high school that are interested in sponsoring and volunteering at various community activities and events. Each member is expected to be a positive role model in the community and staying alcohol & drug free. Youth Alliance members also receive incentives for their hard work throughout the year, **C.H.O.I.C.E.S.**, **Adolescent Parent Self-Sufficiency**, and **Adolescent Pregnancy Prevention** programs focus on youth ages 10 & older to address puberty, hygiene, self-esteem, career goals, education to all youth regarding teen parenting pregnancy, and sex education, **Advocacy Program** is for youth ages 11-19. This program is one-on-one and focuses on helping the youth overcome obstacles they are faced with (i.e. habitual truancy, school attendance, low grades, and family relationships), **Truancy Reduction Program** is a truancy program to help increase school attendance and academic performance for youth ages 11-17. Youth also address peer pressure and long-term & short-term goal setting, **Mentoring** for youth ages 4-17 to help give youth support, guidance, and to also engage them in positive and healthy activities, **Boys & Girls Prevention Circle** is currently a general support group for youth in grades 6 - 9. Topics discussed are AODA, Long-term & Short-term goal planning and achievement, behavior, attendance, effort, responsibilities, & post-secondary education. **Native American Life Skills** is a youth suicide prevention curriculum that was facilitated throughout the 2019-2020 school year to students in the 6th and 8th grades.

Appendix A: Financial Report

Justin Lepscier, Finance Manager

The Finance Department is responsible for establishing and maintaining the accounting system, internal controls, and developing the accounting procedures manual for the Tribe as well as assisting with the audit of tribal accounts on an annual basis. Under the Government Plan, the Finance Department duties include but are not limited to:

- Enforce or implement directives or initiatives received from the Chairperson or Management Team
- Provide technical and professional assistance to the Legislature, Chairperson, and Management Team in the development and implementation of government-wide policies and initiatives
- Provide and coordinate periodic training to directors and program managers on financial administration

The Department structure includes the Accountant Group, Accounts Payable, and Accounts Receivable. The full staff consists of a director, an accounting supervisor, six accountant/fiscal monitors, an accounts payable coordinator, two accounts payable clerks, an accounts receivable coordinator, three accounts receivable technicians, a system support specialist and an accounting clerk/receptionist.

Significant events:

RSM US LLP is the tribe's current external auditor and conducts a full financial audit each year. The annual audit for FY2019 was received in December 2020. In addition to the external audit, the Tribe has various site and desk reviews and audits conducted by various funding agencies throughout the year.

The past year the Finance Department has been difficult, as have all departments with the Tribe, in having to continue operating amid the pandemic. COVID has caused delays in audits, work, and adjustments needed to accommodate partial work from home and government shutdowns. Throughout the pandemic, finance has continued to monitor and process all necessary financial transactions to ensure the Tribe is able to provide needed services to the Tribal Membership.

Included below is the unaudited financial information for Fiscal Year 2020. The Finance Department is still working on the final close of the Fiscal Year, so the information contained is preliminary. The Tribe receives funding from Tribal, Federal, State, and Other Non-Major funding sources. Over \$99,100,000 was expended this fiscal year from all funding sources.

The following reports are included:

- Balance Sheet:
 - Includes Investments (Reserve, Burial, Education, Healthcare Judgment Funds).
- Fiscal Year 2020 Budgets by Ordinance Format
 - Tribal Non-Restricted Budget
 - Program and Restricted Use Budget
- Indirect Cost Report
- Summary Expenditure Report by Funding Source

General Funds - Balance Sheet September 30, 2020	
Assets	
Cash and Investments:	
Cash and Cash Equivalents	2,706,792
Investments:	
Reserve Account	4,536,711
Education Judgment Funds	5,056,683
Health - Judgment Funds	2,747,612
Burial - Judgment Funds	2,295,717
Total Cash and Investments	17,343,515
Accounts Receivable:	
Individuals	228
Suspense	(1,681)
Operating Lease	140,459
Interest Receivable	2,986
FY Accounts Recievable	30
Total Accounts Receivable	142,022
Total Assets	17,485,537
Liabilities and Fund Balance	
Accounts Payable General Fund	7,377
Accounts Payable Judgment Funds	4,969
Total Liabilities	12,346
Fund Balance	
Restricted - Judgment Funds	10,095,042
Reserve	7,378,149
Fund Balance	17,473,191
Total Liabilities and Fund Balance	17,473,191

**Menominee Indian Tribe of Wisconsin
Fiscal Year 2020
Program and Restricted Revenue**

Department	Approved Budget	Year to Date Revenue	Revenue Over/(Short)
Burial	143,275	143,275	-
Education	509,461	136,926	(372,535)
Health Care	203,088	43,956	(159,132)
Aging - Long Term Care	1,244,756	1,367,227	122,471
Casino Found Monies	14,000	9,000	(5,000)
Child Support	5,900	-	(5,900)
Compact Credits			
*County Interlocal	100,000	100,000	-
*Community Services (Utilities and/or Transit)	200,000	200,000	-
Early Childhood Services	513,374	416,703	(96,671)
Historic Preservation	56,000	51,484	(4,516)
Housing - Non-Program	844,901	259,844	(585,057)
Housing - Restricted	173,108	61,269	(111,839)
Lending & Tribal Tax			
*Loan Fund	186,530	138,158	(48,372)
*Revolving Loan Fund	31,532	17,222	(14,310)
*HUD / CDBG - Home Repair	31,052	20,137	(10,915)
*Down Payment Loan	1,192	1,129	(63)
*Emergency Fuel Loan	8,050	7,025	(1,025)
Maehowesekiyah	584,000	249,715	(334,285)
Tribal Facilities	144,006	247,937	103,931
Pow Wow - Menominee Nation Annual	62,900	-	(62,900)
Property Management - Internal Services	60,000	-	(60,000)
Social Services	144,000	129,579	(14,421)
Transportation	1,839,844	1,735,503	(104,341)
Utilities	836,416	839,711	3,295
Transfers from Clinic	5,178,007	4,055,599	(1,122,048)
Total Program Restricted Revenue	13,115,392	10,231,399	(2,883,633)

**Menominee Indian Tribe of Wisconsin
Fiscal Year 2020
Program and Restricted Expenditures**

Department	Approved Budget	Year to Date Expenditures	Budget Balance
Aging - CBRF	17,830	8,011	9,819
Aging - Elder Activities & Assistance	15,356	11,558	3,798
Aging - Long-Term Care	1,244,756	1,232,684	12,072
No Back-Forty Mine Go Fund Me	-	-	-
Burial Assistance	143,275	143,275	-
Child Support	5,900	-	5,900
Early Childhood Services	801,916	392,916	409,000
Education Supplement - Grants	220,919	136,926	83,993
Elderly Activities	7,000	7,000	-
Family & Community Center Designs Serv.	4,072,327	2,870,267	1,202,060
Historic Preservation	56,000	24,417	31,584
Housing - Non-Program	844,901	527,574	317,327
Housing - Restricted	173,108	72,464	100,644
Land Acquisition	-	-	-
Lending & Tribal Taxes	258,356	125,049	133,307
Maehnowesekiyah	584,000	235,294	348,706
Payments to Tribal Members	371,189	369,122	2,067
Pow Wow - Menominee Nation Annual	62,900	424	62,476
Property Management	60,000	-	60,000
Social Services	144,000	108,838	35,162
Transportation	1,839,844	752,180	1,087,664
Tribal Facilities	319,590	142,262	177,328
Utilities	1,136,416	1,035,961	100,455
Woodland Boys & Girls Club/Neopit Precinct Construction	63,969	62,778	1,191
Youth Activities	51,000	7,734	43,266
Youth Services	203,088	43,956	159,132
Total Expenditures	12,697,640	8,310,690	4,386,951

**Menominee Indian Tribe of Wisconsin
Fiscal Year 2020
Tribal Non-Restricted Revenue**

Department	Approved Budget	Year to Date Revenue	Revenue Over/(Short)
Aging - CBRF	187,400	212,669	25,269
Aging - Program Services	125,000	118,026	(6,974)
Community Development	36,531	66,379	29,848
Consolidated Gaming / Hotel	2,887,015	2,635,000	(252,015)
Court Fines and Fees	151,082	106,666	(44,416)
Detention	15,700	3,898	(11,802)
Enrollment / License & Permits	197,517	185,412	(12,105)
Environmental Services	20,850	19,375	(1,475)
Finance	34,380	31,751	(2,629)
Gaming Commission	22,600	23,170	570
Historic Preservation / Logging Museum	7,000	730	(6,270)
Interest Income (CD)	55,000	66,168	11,168
Law Enforcement	1,800	1,641	(159)
Legal Services	120,000	101,350	(18,650)
Lending & Tribal Tax (1,129,500)			
*Cigarette Tax	1,010,197	883,639	(126,558)
*Construction Tax	11,500	157,099	145,599
*Gas Tax Refund	42,000	30,473	(11,527)
*Hotel Room Tax	60,000	34,517	(25,483)
*Tobacco Tax	140,000	15,753	(124,247)
Menominee Nation News	39,663	35,137	(4,526)
Pow Wow Menominee Nation Annual	50,800	-	(50,800)
Property Management & Federal Excess	8,000	43,932	35,932
Wolf River Development	30,000	-	(30,000)
Transfer from Reserves	364,604	357,832	(6,772)
Carryforward Funds	761,001	582,902	(178,099)
Clinic I.H.S Settlement Fund Balance	645,301	645,301	-
3 rd Party Health Reimbursement	-	1,035,140	1,035,140
Total Tribal Non-Restricted Revenue	7,024,941	7,393,960	369,019

**Menominee Indian Tribe of Wisconsin
Fiscal Year 2020
Tribal Non-Restricted Expenditures**

Department	Approved Budget	Year to Date Expenditures	Budget Balance
Aging - CBRF	883,412	846,530	36,882
Aging - Program Services (non-CBRF)	392,018	250,258	141,760
Agriculture & Food Systems	112,343	66,498	45,845
Arena Naming Rights	183,334	230,222	(46,888)
Burial Assistance	143,452	223,744	(80,292)
Chicago Community Center	7,420	7,420	-
Child Support	154,388	121,506	32,882
College of Menominee	186,605	186,605	-
Community Development	463,944	431,652	32,292
Community Funding Requests	16,907	14,294	2,613
Community Resource Center	70,443	28,593	41,850
Conservation - Supplement	369,645	111,822	257,823
Contingency	11,422	10,170	1,252
Courts - Professional Fees	36,561	36,582	(21)
Courts - Supplement	173,768	174,272	(504)
Detention Program	238,914	253,101	(14,187)
Early Childhood Services	254,076	254,076	-
Election Commission	56,552	50,581	5,971
Emergency Management	49,703	68,947	(19,244)
Enrollment / License & Permits	180,044	152,499	27,545
Environmental Services - Supplement	126,647	181,055	(54,408)
Fire Protection	75,925	10,974	64,951
Food Distribution	115,696	88,544	27,153
Gaming Commission	267,044	248,564	18,480
Historic Preservation	237,598	173,435	64,163
Intergovernmental Affairs	35,533	50,236	(14,703)
Language & Culture Commission	508,576	357,694	150,882
Law Enforcement	-	-	-
Legal Services	286,886	289,124	(2,238)
Lending & Tribal Taxes	24,800	23,933	867
Maehnowesekiyah Wellness Center	158,816	197,052	(38,236)
Menominee Boxing Club	10,857	3,950	6,907
Menominee Nation News	182,734	169,601	13,133
Menominee Police Commission	6,772	-	6,772
Neopit Community Center	7,585	7,585	-
Operation Tribal Government	319,497	395,921	(76,424)
OTG - No Back Forty Mine Legal Efforts	93,929	4,300	89,629
OTG – Environmental Task Force	3,098	-	3,098

OTG - Interlocutory & IBIA Appeal	108,018	15,476	92,542
Oskeh-Waepeqtah DV & SA Program	41,959	32,712	9,247
Pow Wow - Menominee Nation Annual	71,182	1,477	69,705
Probation - Supplement	115,762	86,256	29,506
Prosecutor - Supplement	92,050	119,633	(27,583)
Public Library	31,000	31,000	-
Social Services	28,394	327,905	(299,511)
South Branch Community Center	7,585	7,585	-
Tribal Facilities - Courthouse Maintenance	67,048	54,602	12,446
Tribal Facilities - Repairs & Maintenance	20,131	1,227	18,904
Tribal School	187,857	14,941	172,916
U.W. Extension	9,393	9,393	-
Utilities	34,608	34,608	-
Veterans of Menominee Pow-Wow	5,542	-	5,542
Veterans Service Officer	28,111	28,111	-
Woodland Boys & Girls Club	103,584	103,584	-
Woodland Women's Regalia Circle	7,045	3,262	3,783
Youth Drumming & Wrestling Clubs	3,097	-	3,097
Youth Services Department	24,196	-	24,196
Zoar Ceremonial	3,510	2,268	1,242
Zoar Community Center (Fire Station)	5,678	2,785	2,893
Total Tribal Non-Restricted Expenditures	7,442,694	6,598,165	844,530

Indirect Cost Report

Justin Lepscier, Finance Manager

Indirect Cost consists of ten (10) departments that provide services to all departments of the Tribal Government.

Menominee Indian Tribe of Wisconsin Fiscal Year 2020 Indirect Cost Consolidated Budget			
Department	Approved Budget	Year to Date Expenditures	Budget Balance
Administration	753,699	433,310	320,389
Enrollment	115,087	89,086	26,001
Finance	1,446,075	1,228,424	217,651
Human Resources	740,237	665,165	75,072
(IT) Information Technology	1,751,749	1,369,450	382,299
Insurance	748,944	321,729	427,215
Internal Audit	371,989	313,871	58,118
Legal Services	314,476	289,178	25,298
Maintenance	1,102,354	621,408	480,946
Tribal Government	334,948	251,042	83,906
TOTAL	7,679,558	5,582,663	2,096,895

Menominee Indian Tribe of Wisconsin Fiscal Year 2020 Funding Sources Summary	
Source	Total Expenditures
Tribal	
Tribal Restricted and Non-Restricted	14,908,855
Tribal Clinic 3rd Party	13,586,474
Total Tribal	28,495,329
Total Federal	60,639,978
Total State	8,668,825
Total Local & Other	1,346,749
Grand Total	99,150,881

Appendix B: Investments

Stacie Bowman, Insurance Director

Overview

The Investment Committee of the Tribe was created pursuant to Investment Plan Chapter 111 of the Code of the Menominee Indian Tribe of Wisconsin. The committee consists of the following eight members: Joan Delabreau MTL member and Committee Chairman Craig Corn, MTL member; Gary Besaw, MTL Member; Jonathan Wilber, Administration; Justin Lepscier, Finance Director; AnnMarie Johnson, Lending & Tribal Taxes Director; Jami Smith, Community Member; Kim Oshkeshequoam, Community Member. These individuals collectively provide (a) guidance and direction to the Finance Manager and Insurance Director in the establishment and monitoring of various investments of the Tribe, (b) general oversight on investments, and (c) recommendations to the Legislature on how funds individually or collectively should be invested. In addition, the committee makes recommendations to the Legislature on changes to the overall investment policy for the Tribe.

Frequently Asked Questions

- What is the investment mix? The investment mix, or asset mix, is the percentage of a fund that is invested in each of the three major classes of assets: (1) cash and equivalents (e.g. cash, savings, certificates of deposit, money market, etc.), (2) fixed income instruments (e.g. bonds, debenture, notes) and, (3) equity instruments (common stock or ordinary shares). The investment mix varies by fund and largely depends upon the desired growth, amount of risk the Tribe is willing to take, and liquidity needs (ease of conversion into cash) of the fund being invested.
- How many funds make up the Tribe's investment portfolio? Currently, there are four (4) funds subject to the control of the investment policy. Those funds include: (1) the Reserve fund; (2) Healthcare Endowment fund; (3) Education Endowment fund; and (4) Burial Benefit fund.
- What happens to interest earnings on each fund? Interest earned on each fund is applied to the fund for reinvestment or disbursement in accordance with appropriation legislation adopted by the Legislature.
- Can interest earned on a fund be applied elsewhere? Generally, no. If the fund's use is subject to federal or tribal restriction, the fund and any interest earned from the fund must be used solely for the purposes for which it was intended or reinvested back into the fund.
- Which funds are subject to federal or tribal restrictions on their use? The Healthcare Endowment fund, Education Endowment Fund, and Burial Benefit fund are subject to federal restrictions that require the principal balances to be preserved and their use restricted.
- Can anyone access investment funds? No. The Investment Committee or a committee of the Legislature may only make a recommendation to the Legislature on how funds are accessed or expended, but only the Legislature can give final approval. No one individual can access, transfer, or expend a fund without the express approval of the Legislature.
- Does the Tribe have other funds that are invested and not subject to oversight by the Investment Committee? Yes. Those funds include those funds transferred and deposited into the self-funded employee health, dental, and workers compensation fund. These funds are typically collected, monitored and maintained by other banks and third-party administrators who, in turn, provide data to the Tribe's officials as needed or requested.
- How often does the Investment Committee meet? The Investment Committee meets two to four times a year along with the bank's wealth management group directly responsible for investing the Tribe's various funds.
- What bank manages our investment portfolio? In FY2015 Associated Bank held the Tribe's investment portfolio.
- What is the Tribe's Investment Policy? Appearing in the table below is a copy of the Tribe's current investment policy.

Menominee Indian Tribe of Wisconsin Investment Policy

PURPOSE

This investment policy is set forth so that there is a clear understanding of the investment guidelines and objectives of the Menominee Indian Tribe between the Legislature, Budget Committee and the Investment Committee established by Investment Plan Chapter 111. The Menominee Indian Tribe seeks to achieve as high a level of total return as is consistent with prudent investment management, preservation of purchasing power and ready marketability of its investment portfolio. It is our mission to optimize our resources for the economic and cultural benefit of our tribal members. Commitment and determination are required in order to achieve our objective. The Menominee Tribe of Wisconsin has been able to create economic opportunity for our people while protecting and renewing our forests. It is our goal to grow our current investment pool in a prudent manner so that not only will we receive a portion of the benefits today, but well into the future. The Tribe seeks to achieve its investment objectives by investing primarily in a diversified portfolio of fixed income and equity securities. The Menominee Indian Tribe recognizes that separate pools of capital with different investment objectives require different asset allocation strategies to meet their various objectives. Thus, the Tribe has set broad based, asset allocation strategies with various risk tolerances in order to offer investment parameters suitable to meet each pool of capital's objectives. The broad based strategies include investment parameters that are appropriate for accounts with various objectives that may be Short-Term (0-3 years), Intermediate-Term (4-8 years) and Long-Term (8 years and up) in nature. The Tribe recognizes that for accounts with a long-term objective, preservation and growth of purchasing power is a significant risk. In order to achieve the higher returns necessary to preserve and grow purchasing power, the Tribe is willing to invest a majority of those account's assets predominately in equities and accept somewhat more aggressive risk tolerance than a pure fixed income portfolio.

DELEGATION OF AUTHORITY

Authority to manage the MITW's investment program is derived from the Menominee Tribal Legislature and Tribal Ordinances, Resolutions, and Motions. Responsibility for the operation of the investment program for the *General Fund, Special Revenue Funds, Debt Service Funds and Enterprise Funds* is hereby delegated to the *Finance Director* who shall have operational duties for managing those investments. The responsibility for the operations of the investment program for the *Settlement Funds and Trust and Agency Funds* is hereby delegated to the *Insurance Director* who shall have operational duties for managing those Investments. The operational responsibility for the Capital Project Funds shall be shared between the Finance Director and Insurance Director. These individuals shall act in accordance with established written procedures and internal controls for the operation of the investment program consistent with this investment policy. No person may engage in an investment transaction except as provided under the terms of this policy. These individuals shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate officials.

SETTLEMENT FUNDS and TRUST & AGENCY FUNDS

Burial, Education and Healthcare Accounts

These accounts are expected to be perpetual/very long-term in nature (+20 years) and thus are able to benefit from the historical ability of stocks to out-perform bonds over long periods of time. These funds will be considered long- term in nature.

Asset Class	Range of Allocations
Cash/Money Markets	0-20%
Fixed Income/Bonds	35-55%
Equity/Stocks	45-70%

Reserve and Alternative Accounts

There is no “FINAL” determination for the end use of the funds in each of these accounts. While these accounts shall pursue growth of capital through investments in equities, due to the potential need to extract funds at an unknown date, the accounts shall pursue an intermediate-term approach. These funds will be considered intermediate-term in nature.

Asset Class	Range of Allocations
Cash/Money	5-25%
Markets	40-60%
Fixed	25-45%
Income/Bonds	
Equity/Stocks	

MANAGEMENT FEES

Management fees will be charged to the appropriate fund.

EARNINGS

All earnings are reinvested in accordance with the Policy.

GENERAL FUNDS, SPECIAL REVENUE, DEBT SERVICE AND ENTERPRISE FUNDS

See attachment – “CASH MANAGEMENT POLICY”

REPORTING

The Legislature is given a summary of the investment portfolio and listing of the Certificate of Deposits held by the tribe for programs on a monthly basis.

APPROVAL OF INVESTMENT POLICY

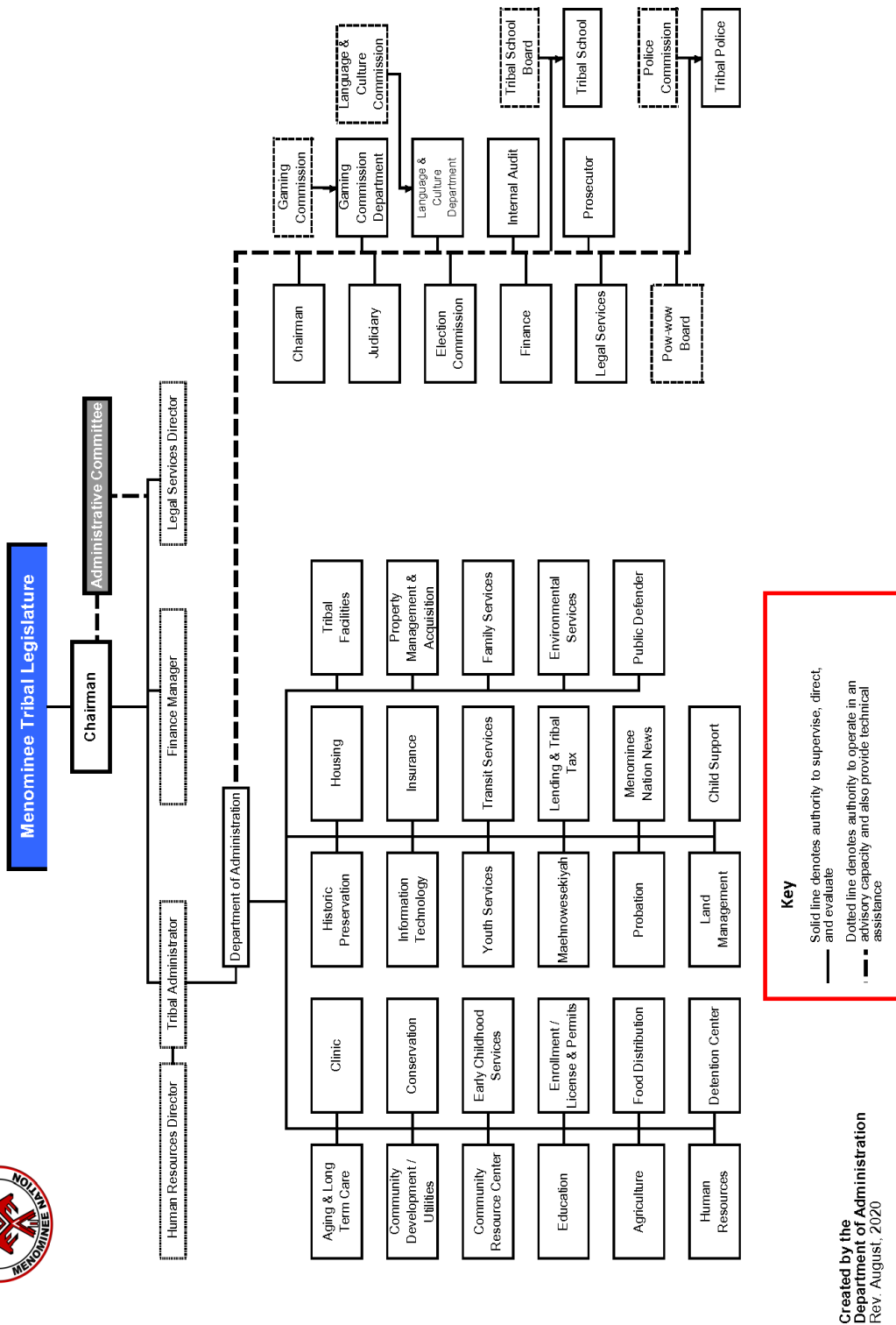
The investment policy shall be formally approved and adopted by the governing body of the Menominee Indian Tribe of WI and ***reviewed annually.***

Period: Ending 9/30/2020	Education	Health	Burial	Reserve
Balance as of 9/30/2020	\$5,097,894.86	\$2,749,951.62	\$2,335,061.48	\$4,539,698.10
<i>Income</i>				
Interest	\$21,711.66	\$13,045.40	\$2,241.09	\$35,094.79
Dividend	\$63,101.54	\$34,772.89	\$4,815.00	\$43,968.54
Contributions	\$0.00	\$0.00	\$0.00	\$0.00
<i>Disbursements</i>				
Transferred to Tribe/Programs/Beneficiary	-\$155,869.16	-\$39,021.60	\$0.00	-\$371,189.00
Management Fees	-\$28,492.28	-\$15,495.48	-\$3,385.75	-\$26,019.44
Non-cash Activity	\$0.00	\$0.00	\$0.00	-\$1,170.09
Realized Gains / (losses)	\$158,400.54	\$82,574.01	\$0.00	\$86,907.39
Change in Accrued Income	\$156.50	-\$43.90	\$224.68	-\$945.31
Unrealized Appreciation/ (depreciation)	\$228,413.42	\$122,669.66	\$107,883.14	\$155,187.51
10/1/2019 Market Value	\$4,810,472.64	\$2,551,450.64	\$2,223,283.31	\$4,617,863.71
Cash and Equiv.	\$312,283.62	\$155,390.97	\$111,665.43	\$444,486.06
Fixed Income	\$1,791,170.74	\$1,050,261.68	\$881,353.34	\$2,266,864.40
Equities	\$2,992,204.52	\$1,543,147.47	\$1,341,051.82	\$1,825,361.40
Accrued Income	\$2,235.98	\$1,151.50	\$990.89	\$2,986.24

Contributions to Reserve Account:	
\$36,456.00	9/30/2016
\$89,804.83	10/13/2016
\$2,913,449.59	2/10/2017
\$142,726.59	2/22/2017
\$36,456.00	3/28/2017
\$32,791.58	3/30/2017
\$36,304.97	4/26/2017
\$35,133.84	5/18/2017
\$36,304.97	6/26/2017
\$35,133.84	8/3/2017
\$36,304.97	8/18/2017
\$36,304.97	9/18/2017
\$35,133.84	10/23/2017
\$408,852.88	9/18/2018
Total Since 9/30/2016:	
\$3,911,158.87	

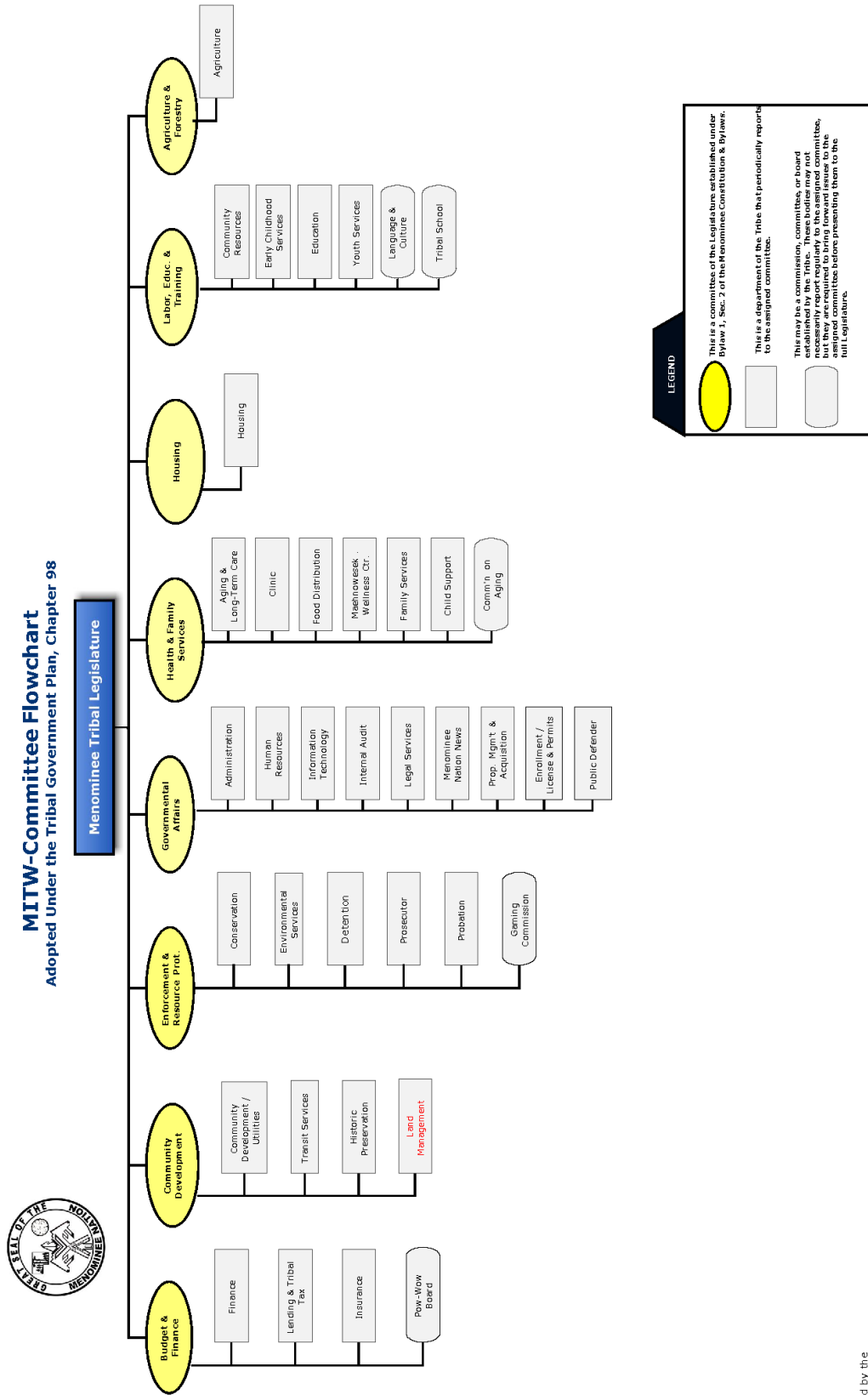
Appendix C: Administrative Flowchart

MITW-Administrative Flowchart Established Pursuant to the Government Plan (Chapter 98)



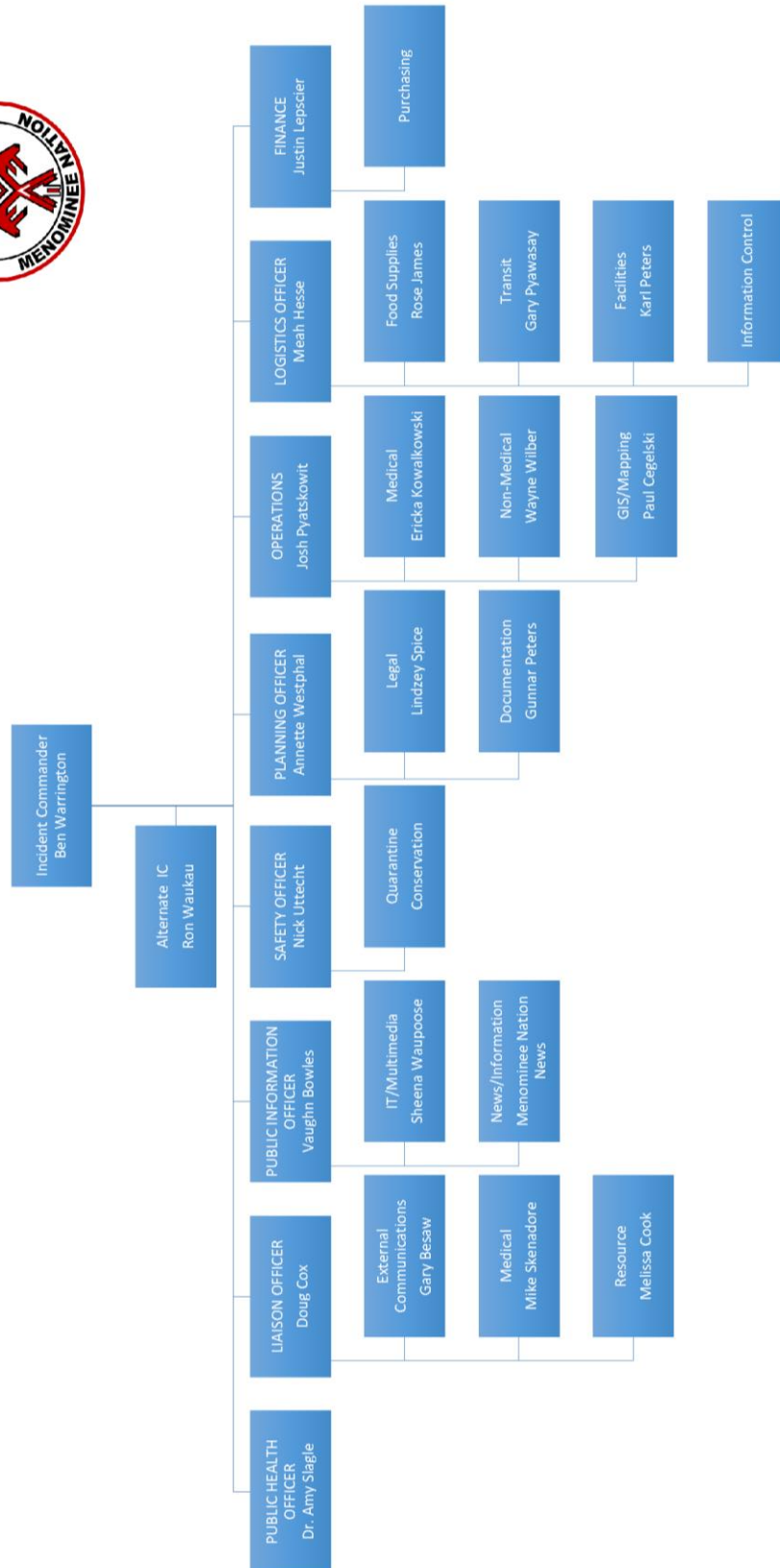
Created by the
Department of Administration
Rev. August, 2020

Appendix D: Committee Flowchart



Created by the
Department of Administration
Rev. August, 2020

Appendix E: COVID-19 Incident Command Team



Updated: 3-18-2020



Omaeqnomenewak

Mission

The mission of the Omaeqnomenewak (People of the Wild Rice) is to promote, protect, and preserve our rights, resources, and culture by utilizing responsible leadership and judicious exercise of our sovereign powers.

Vision

We envision the Omaeqnomenewak (People of the Wild Rice) as a strong, healthy, and proud nation living in accordance with its culture and beliefs, and possessing the resources necessary to be successful in achieving our goals.

Value

As Omaeqnomenewak (People of the Wild Rice), we value our children, elders and each other, preserving our language, tradition, history and culture

People of the Wild Rice

